# HISPANIC EMPLOYMENT IN THE FEDERAL GOVERNMENT

## HEARING

BEFORE THE

SUBCOMMITTEE ON CIVIL SERVICE

OF THE

## COMMITTEE ON POST OFFICE AND CIVIL SERVICE HOUSE OF REPRESENTATIVES

ONE HUNDREDTH CONGRESS

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# HISPANIC EMPLOYMENT IN THE FEDERAL GOVERNMENT

TUESDAY, JUNE 14, 1988

HOUSE OF REPRESENTATIVES,
SUBCOMMITTEE ON CIVIL SERVICE,
COMMITTEE ON POST OFFICE AND CIVIL SERVICE,
*Washington, DC.*

The subcommittee met, pursuant to call, at 10:08 a.m., in room 311, Cannon House Office Building, Hon. Patricia Schroeder presiding.

Mrs. SCHROEDER. The hearing will come to order.

I want to welcome everyone to this morning's oversight hearing on Hispanics employed by the Federal Government. It is particularly important for us to focus attention on Hispanics, since they are the only minority group whose 1987 representation in the Federal Government, about 5 percent, is lower than their representation in the civilian labor force, 6.4 percent based on the 1980 Census.

I want to use this hearing to get beyond the "snapshot" approach to oversight hearings. Based on data from the U.S. Office of Personnel Management, we already know that recruitment efforts by Federal agencies have resulted in a solid base of federally employed Hispanics. But Hispanics seem to be concentrated in just two areas: Within DEA at Justice, for example, or in EEOC offices which serve large Hispanic communities. Further, the numbers of Hispanics in Government aren't growing. We need to find out why.

Our witnesses today represent several major Hispanic organizations, as well as the two Federal agencies with major equal employment responsibility. There are several issues I hope they will address.

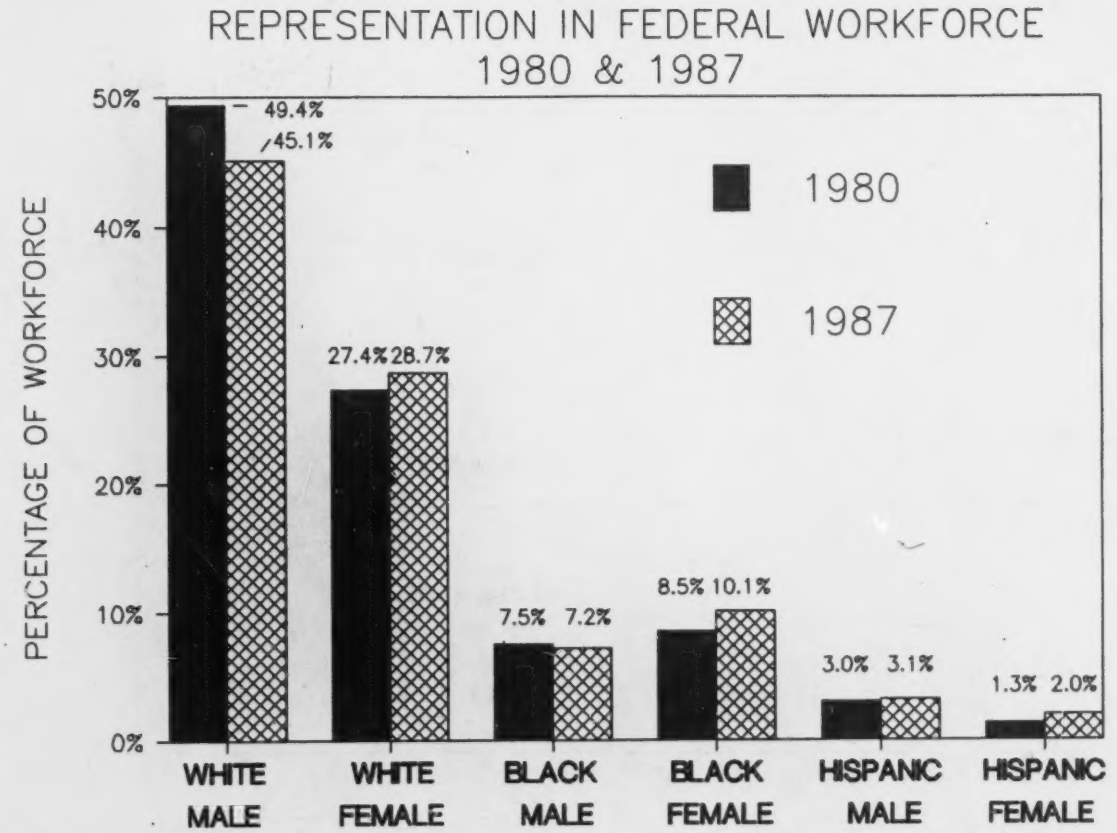
During the past several years, for example, programs targeted specifically toward recruitment of Hispanics, such as the Hispanic Employment Program, have taken severe budget and personnel cuts. We need to find out what steps agencies are taking to recruit Hispanics despite the cutbacks.

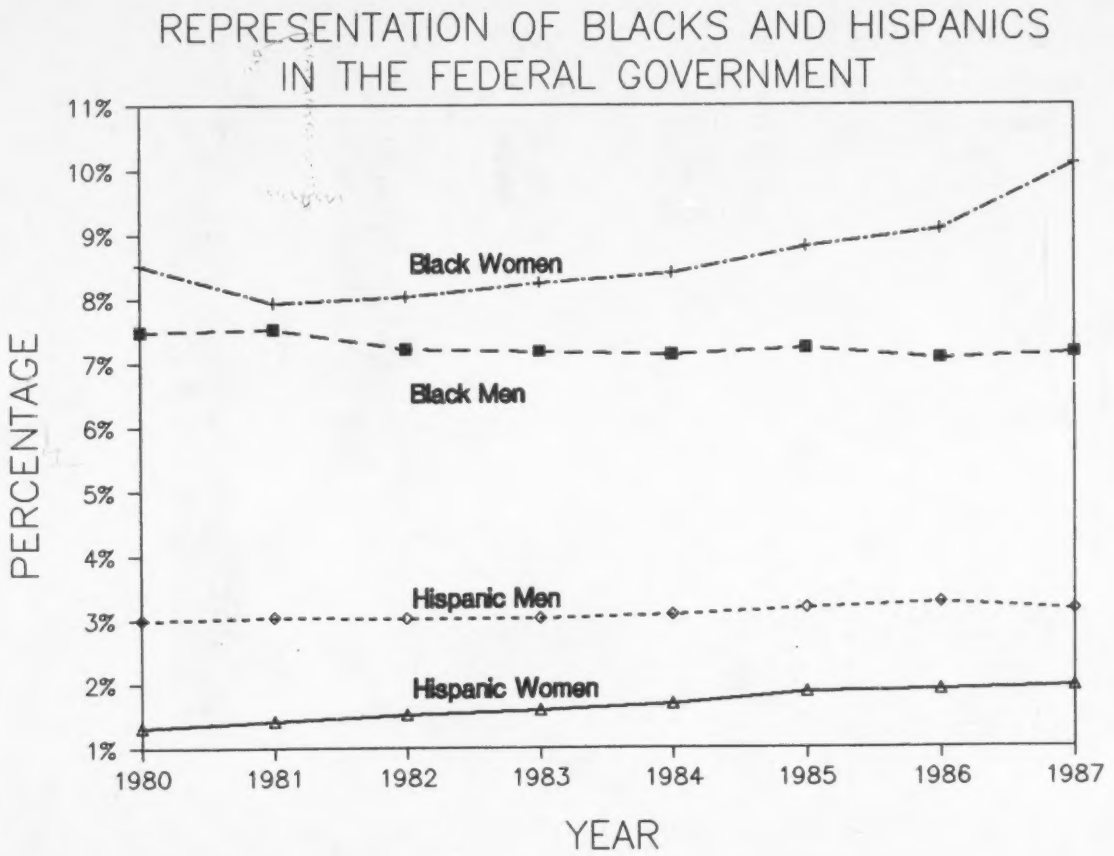
Beyond the issue of recruitment, we should consider what career options the Federal Government offers Hispanics. We need to focus on what kind of jobs are available to Hispanics at the higher paying grade levels, and on what agencies are doing in the way of career development and training to assist Hispanics in reaching high-level positions.

This past weekend, I spoke to the League of Women Voters. Paul Volcker, Chairman of the Naticnal Commission on the Public Serv-

ice, also participated. We both spoke to the need of getting the best and brightest into the Federal Government. We both see that the best and brightest include the best and brightest in the Hispanic community. We have not been doing a good job there.

[The following charts were ordered placed in the record.]


REPRESENTATION IN FEDERAL WORKFORCE
1980 & 1987
PERCENTAGE OF WORKFORCE
50%
40%
30%
20%
10%
0%
1980
1987
49.4%
45.1%
27.4%
28.7%
7.5%
7.2%
8.5%
10.1%
3.0%
3.1%
1.3%
2.0%
WHITE MALE
WHITE FEMALE
BLACK MALE
BLACK FEMALE
HISPANIC MALE
HISPANIC FEMALE


REPRESENTATION OF BLACKS AND HISPANICS
IN THE FEDERAL GOVERNMENT
PERCENTAGE
11%
10%
9%
8%
7%
6%
5%
4%
3%
2%
1%
Black Women
Black Men
Hispanic Men
Hispanic Women
1980
1981
1982
1983
1984
1985
1986
1987
YEAR

Mrs. SCHROEDER. Let me yield to the very distinguished gentleman from New York, Congressman Garcia.

Mr. GARCIA. Madam Chair, I really appreciate this opportunity. It is always good to have a conquering hero, Mr. Martinez, back from the wars of California. The wars we win are terrific.

I am pleased to have the opportunity to sit with you on the Subcommittee on Civil Service to discuss employment of minorities in the Federal Government. I want to take this opportunity to commend you for holding these hearings on Hispanic employment in the Federal sector.

It was about 10 years ago that I passed an amendment with your help, Madam Chair, for the Civil Service Reform Act which created the Federal Equal Opportunity Recruitment Program to focus recruitment efforts on groups that have been traditionally underrepresented in the Civil Service.

As I noted then, and as I reaffirm today, I believe it is the duty and the responsibility of the Federal Government to take the lead on rectifying inequities that have plagued the employment history of women and minorities.

While we have been off to a promising start, it has not been as successful as it should have been. In 1980, 4.5 percent of Federal workers were Hispanic. That percent has increased over the last 7 years by 6/10ths of 1 percentage point.

In the private sector, Hispanics make up 8 percent of the work force, as compared to 6 percent. In other words, two full percentage points. I have not been satisfied with the efforts of the Federal Government, of this administration as it relates to minority recruitment. I am looking forward to hearing from our witnesses to find out the extent of the problem and the possible solutions for it.

I would just like to say before I close that we had great hopes for this program. I remember the work that went into it. And I remember what developed right after we passed the bill. But I can tell you that while the amendment that we introduced for the recruitment program started off with great promise as soon as this administration came in, I think it was almost immediate where OPM issued orders that the Federal agencies need not report to Congress the number of minorities that they have working in the particular agencies. That sort of killed the program right then and there.

I can also say that I am hopeful that with the new administration, that that would change. I also want to make it clear that as a Hispanic myself and as a representative of the minority community, we are not looking for handouts. We don't want a person who is not qualified to get a job where qualifications are needed.

In other words, we don't want a heart surgeon to do work on anybody unless they are absolutely qualified. And so, I say that because as soon as you get into the whole question of minority recruitment, everybody talks of quotas and talks of all of those things.

And I want to make it clear that the recruitment program was not a quota program. But it was for people who passed Civil Service exams, had the qualifications, and hopefully to put them in positions where there were no minorities or very few minorities work-

ing, and not as people mopping floors or sweeping the sidewalk, but people who had credentials, professionals from our community.

It has been a long time in coming, and I welcome this. Madam Chair, I am sorry I have taken so long, but we need this hearing.

Mrs. SCHROEDER. You haven't taken long. I remember the famous Garcia amendment and the hopes we had.

We are going to start the hearing with the very distinguished gentleman from California, our colleague and one who has worked so hard in this area, the Honorable Matthew Martinez, chairman of the Subcommittee on Employment Opportunities. We welcome you, Congressman, the floor is yours.

## STATEMENT OF HON. MATTHEW G. MARTINEZ, A REPRESENTATIVE IN CONGRESS FROM THE STATE OF CALIFORNIA

Mr. MARTINEZ. Thank you, Chairwoman Schroeder.

I have a prepared statement which I would like entered into the record.

Mrs. SCHROEDER. Without objection.

Mr. MARTINEZ. I think I will make some brief comments and hopefully will open a dialogue in which we can explore this situation further.

Sometimes in thinking about the advance of Hispanics in employment and generally in Government employment, I get frustrated, and sometimes I get angry, and sometimes I get very angry. Better that I do not get angry today, because when I do, I use very bad language.

If in the last 7 years affirmative action in the United States (and especially in Government employment) is not dead, it is in a comatose state nearing death. Something has to be done.

As the chairman of the Subcommittee on Employment Opportunities, we have held several hearings on this issue in several different areas of employment. We held a hearing in Los Angeles on affirmative action in the aerospace industry. This is one area that does work with Government contracts.

Much of the money they make on that contracting comes from taxpayers. Many of those taxpayers do not want to see their dollars going to companies who are discriminating against Hispanics, minorities or women.

Regarding affirmative action, it seems to me that there is not a clear-cut direction from this Administration to those people who would contract with the Federal Government.

One of the things that we discovered in the hearings that we have held is that unless there is an aggressive attitude from the top level, there isn't going to be affirmative action. There are several reasons why people would rather have the status quo.

One reason is that the good-old-boy network is comfortable with the situation the way it is. Sitting in a board room or sitting in an office over here as a Department head or as a Director of an agency, it is a lot more comfortable to be able to freely talk and say jokes about the minorities, and they are able to do that more freely than if there were some sitting in the room.

I guess it is a comfort zone. If nobody forces them, they are just not going to change. Nobody likes to force anybody to do anything,

but one likes them to do what is right, out of their own good conscience.

Bobby Garcia said he took too long. I heard him speak many times on this issue, and you never take too long. One of the reasons I like to hear you speak on the issue is because you speak from the heart and from personal knowledge, being affected in this life as I think many of us were. We can't talk long enough and hard enough about this situation, especially in regard to Federal employment.

Years ago, we had a law passed that opened the door, but just a crack. There was an attitude at the top that said, open the door a crack, let them in. And if there is a ladder to climb to success, let them get on the first rung, maybe the second rung, but not too far beyond that.

The good old boys are comfortable with a certain type of people around them, and they continue to practice that comfort zone. Even if there are qualified people, you have talked about qualification.

While I was sitting here, I was reminded that we had in the service, a branch of the Federal Government, a surgeon that was performing surgery who was unqualified. But he wasn't Hispanic, he wasn't black, he wasn't a woman. You may have read about him and his subsequent conviction.

Well, he has been released after being found guilty of responsibilities in certain deaths. I wonder if that would happen if that were an Hispanic or a black or a minority? I doubt it. They would probably still be incarerated.

The point is we make allowances for those who are less qualified if they are not members of a minority group. But we can make no allowances, and any time there is talk about special consideration, we have cries in the Administration and the chief law enforcement officer of this country of reverse discrimination. Baloney.

It is not reverse discrimination. It is not that much of a preference to try to correct wrongs that have been practiced, over a good many years. Affirmative action is nothing more than making sure that all people have an equal chance, an equal opportunity for employment and education.

In the Federal Government, we have opened that door a crack, and we will let people in at that bottom rung. It seems when they get to a certain level, they bump their head against a ceiling, a ceiling as solid as if it were steel or concrete. They can't get past that.

It is not that they are not qualified. We held some hearings in California on the situation with the FBI, where Hispanic FBI officers have brought a suit against the FBI for discrimination practices. We don't know what the outcome of that court action will be.

From the evidence that I have heard, I am confident it will be returned that there is discrimination in the FBI.

Let me tell you the mental attitudes that exist over there by the newly appointed Director of the FBI, when he stated there are two kinds of agents: The administrative type and the field agent type. If that isn't archaic, I don't know what is.

Most of your great administrative people come from the ranks if they are given a chance. There is another well hidden reason: They

are needed at that bottom level—because of their complexions, because of their mannerisms—to deal with that very insidious problem of drugs and drug trafficking at the field level.

But I would think that as a reward, after serving a certain amount of years in the most dangerous of activities in any law enforcement agency—and if you survive any number of years, you know you have done it successfully—that these people would be considered for administrative positions.

They would bring a wealth of experience to that administrative position. But they are denied promotion because the mind set is that there are two kinds of agents. If these people were heading a private industry, they would suffer great losses because of the inability to make full use of the total human potential they have in the workforce and because of the failure to recognize that the people that they have working on the bottom level of the ladder have a potential to grow and become a growing asset.

I don't know how many years it will take to change the mental attitudes of the people at the top. I think it is way overdue. I think we have waited too long. Part of it is our own fault, because we have been too passive in our declarations of discrimination. We have not been forceful enough.

We have got to come forth now and start calling the pot black, the kettle black. We got started calling a spade a spade. We may hear all the cliches, but we have got to start talking about it.

I have in my written testimony several recommendations which I feel would be very helpful towards achieving the goal of total affirmative action. The first is the deadline for initiating Federal EEO complaints should be extended beyond the 30 days.

Let me tell you something. People sit and brew and stew about a situation. A lot of times, it is a lot longer than 30 days before they finally come to the realization that they have been wronged, and that there is something that they can do about it—or should do about it.

I think 30 days is a real handicap, especially to people of Hispanic background. Many times, we ask ourselves a lot of questions first. Were we diligent in our duties, were we let go for cost, could we have done better? We go through this turmoil within ourselves before we finally decide, "I did the best job I could. I did my damnedest and I did whatever I could do and more to prove I was worthy of that position, and still I was let go."

That is not right. Then we go through a trauma of deciding, "OK, it is not right, but what do we do about it," and then we finally decide. I think 30 days is much too short.

I also think time lines should be imposed upon the administrative and Federal sector in situations to dispose of it. We have cases that have gone on and on and on until the party filing the complaint finally gets discouraged, disgusted or finds somebody else where he is better appreciated and going on to success.

That lets off the hook those people that are responsible for that first wrongdoing.

The third is Federal affirmative action plans should require goals and timetables when agencies consistently fall under available labor pool categories. We have heard many times in defense of not recruiting or promoting the inavailability of hispanics, minorities,

or women. Today in most government work, there are plenty of Hispanics and minorities, and women available for those jobs. It is a lack of aggressive action on their part in recruiting and promoting that is creating an artificial shortage.

I have introduced a bill, H.R. 330, to accomplish that. I think all of you are cosponsors of that bill. If you are not, I implore you to join on as a cosponsor of that bill. There is nothing wrong with timetable goals. The Supreme Court has held over and over again that there is nothing wrong with this approach.

The chief law enforcement and his chief agent have continued to say that timetables and goals create emergency discrimination. I disagree totally. If you move to correct a wrong and to change proven practices of discrimination, you are not creating reverse discrimination. You are correcting a wrong.

The fourth point is Federal coordinators for minority recruitment should be reinstalled in Federal agencies, including a Federal czar of recruitment for overall Federal recruitment.

Here again, it comes back to the situation of we don't like to force people to do things. But there should be somebody in a position and a role to oversee that it is happening. Right now, the present laws are being ignored or abused. And nobody is doing anything about it, because nobody is responsible for saying, "hey, the buck falls right here," especially in the case of the gentleman I mentioned before.

Nothing is going to phase that particular individual into changing his mind or attitude unless there is an agency that can force other agencies to initiate timetables and goals when their reports show they are far below the Federal level.

The fifth point is, and one that is very important to me, Federal performance evaluations for senior management-level officials. They should have their affirmative action weighted in terms of productivity and measures on their record for future promotions and pay raises for themselves.

Let me tell you something: Nothing affects a person as much as when he knows he is being monitored and it is a part of his record whether he has been able to achieve a goal that he has been ordered or mandated by law to achieve.

I think that record should reflect on that individual. It is a great way to determine whether or not this individual is committed to an aggressive affirmative action program.

Six, Federal mobility and mentoring programs for minorities and women should be implemented, making sure that the good-old-boy networks are not the only way of achieving promotions. As I said earlier in my testimony, in the Federal employment, as in every other employment, when a person likes a person, he takes that person under his or her wing and makes sure that individual gets the right experience so that he or she is able to move upward.

I don't see any reason why we can't force that kind of action with people that sometimes seem, for whatever reason, as less likely to like or seek to mentor and move upward in their employment—Hispanics, minorities, and women. I really think that is important.

I think when we start doing that, we change that mental mind set of the old-boy network and we start getting positive reports.

Madam Chairwoman, I think it is imperative that the Federal Government take the lead in demonstrating how enlightened management and personnel practices can be implemented. By getting the most out of all qualified workers, of all races, gender and beliefs, we all benefit.

Thank you.

[The statement of Mr. Martinez follows:]

PREPARED STATEMENT OF CONGRESSMAN MATTHEW G. MARTINEZ

Good morning Chairwoman Schroeder and members of this esteemed subcommittee, it is my pleasure to appear before you today to give you my views on Hispanic employment in the Federal Government.

As Chairman of the Subcommittee on Employment Opportunities, my duty is to see that workplace decisions are based on merit and not on discriminatory bias, and that employers must apply affirmative efforts to uproot all vestiges of discrimination. As a board member of the Congressional Hispanic Caucus, I have an added interest in seeing that employers are treating Hispanic workers fairly. Therefore, it is with these two hats that I appear before you today.

My general appraisal of the Federal Government's performance in hiring and promoting Hispanic Americans is: not enough is being done, and much more can be achieved if only the administration and individual agencies made a concerted effort to hire and promote qualified Hispanics. As the 1986 EEOC report on employment of minorities, women and individuals with handicaps in the Federal Government pointed out, at the Government service and management levels 13–15, only 2.2 percent were Hispanic. And at the 16–18 levels, which include the Senior Executive Service, this paltry representation is halved, to 1.1 percent. This is at a time when Hispanics represent about 6.7 percent of U.S. workers at present, and, by the year 2,000, this proportion will increase to 10 percent.

We are all acutely aware of the crisis confronting Hispanics in this Nation; 11 percent of Hispanic adults and 25 percent of Hispanic youths are unemployed. At the same time, Hispanics who are employed are usually segregated in the lowest paying jobs. Hispanic men earn only 71 cents and Hispanic women earn only 54 cents for every dollar earned by white males. Tragically, 50 percent of all Hispanic adults are functionally illiterate and Hispanic youths are dropping out of school at a rate between 50 and 80 percent in large cities.

In the language of House Resolution 261, which passed the House yesterday, "it is not acceptable for one group to be at a greater disadvantage than others as they pursue the goals common to all families, which are to be educated and economically secure." Surely, this should apply to the Federal sector, particularly since the Federal Government is the model employer for all institutions.

Unfortunately, vigorous pursuit of equal employment opportunity in the Federal sector must start from the top on down in order to achieve any real gains. Based upon the past 7 years record, there has been no leadership. As an indication of this administration's commitment, from 1981 to 1987, out of 277 district court judges appointed in this administration, only 13, or 5 percent, have been Hispanics and 5, or 1.8 percent, have been black. For the same time period, for Federal appeals court appointments, out of 85, 1 Hispanic and 1 black was appointed, representing 1.2 percent. Are Hispanics and blacks simply unqualified?

I have a few recommendations:

(1) The deadline for initiating Federal EEO complaints should be extended beyond 30 days;

(2) Timelines should be imposed upon administrative Federal sector discrimination complaints;

(3) Federal affirmative action plans should require goals and timetables when agencies consistently fall under available labor pool categories—I have introduced H.R. 3330 to accomplish this;

(4) Federal coordinators for minority recruitment should be reinstalled in Federal agencies, including a Federal czar of recruitment for overall Federal recruitment;

(5) Federal performance evaluations for senior management level officials should have affirmative action weighted productivity measures; and,

(6) Federal mobility and mentoring programs for minorities and women should be implemented, making sure that "old-boy" networks are not the only way of achieving promotions.

Madam Chairwoman, I think that it is imperative that the Federal Government take the lead in demonstrating how enlightened management and personnel prac-

tices can be implemented. By getting the most out of qualified workers, of all races, gender and beliefs, we all benefit.

I thank you for your kind attention.

Mrs. SCHROEDER. Thank you. I think we will move to Congressman Bustamante before we ask questions. He is the Chairman of the Congressional Hispanic Caucus, a good friend and one who works very hard on the Armed Services Committee.

## STATEMENT OF HON. ALBERT G. BUSTAMANTE, A REPRESENTATIVE IN CONGRESS FROM THE STATE OF TEXAS

Mr. BUSTAMANTE. Thank you.

Let me thank the distinguished chairwoman on the Subcommittee on Civil Service for her kind invitation to testify with respect to Hispanics in the Federal work force.

It is my privilege to share, as chairman of the Congressional Hispanic Caucus, a legislative service organization which strives to address the concerns of our Nation's 18 million Hispanics. This group of persons represent about 8 percent of our current population. They are expected to total nearly 20 percent of our population by the year 2020.

Because of their increasing numbers, Hispanics have caught the attention of mainstream America. With a median age of only 23, as compared to the general population's medium age of 32, Hispanics represent one of the youngest segments of our otherwise rapidly aging society.

This year, the Hispanic population will do a disproportionate amount of the work and pay a disproportionate amount of taxes while the rest of our country approaches retirement. Looking at our Nation's future from this standpoint, you will see all of us, not just the 14 Congressmen who make up the Hispanic Caucus, have a stake in ensuring the Hispanic-Americans receive a fair share of the American Dream.

That is why the issue before the subcommittee is so important. The American dream is predicated upon secure employment. The Federal Government has always been considered a major provider of just that.

My personal interest in the Federal Government's role in employing Hispanic-Americans is manyfold. Apart from the fact that I am a Hispanic myself and I chair the Hispanic Congressional Caucus, I represent the 23d District of Texas. My district has one of the largest cities of the United States, San Antonio. Many of the employees are employed at one of San Antonio's five military bases. A substantial part of my work involves overseeing operations at those five bases.

It has been my honor to serve alongside you, Madam Chairwoman, on that very same committee. During my tenure on the Armed Services Committee, I have personally witnessed you ably assisting the committee in prodding the Defense Committee toward improved productivity and increased efficiency.

I would like to call on your expertise and help, respectfully request your encouraging the Department of Defense to establish a program to increase the employment of Hispanics in our officer ranks. As you know, Madam Chairwoman, as we well know, education does not guarantee that women and minorities will successful-

ly enter the officers' ranks in our military services in numbers proportional to their percentage of the total population.

I have applauded your efforts in Congress on behalf of women and the problems they face in advancing to an officer's corps, which is predominantly male.

I believe it is equally difficult for minorities to enter the officers' ranks when a majority of the officers' corps is made up of nonminorities.

I would like to share excerpts of a letter I received from a Major, a Hispanic military officer retired from the Texas Air National Guard. General Flores writes,

> For 15 years, I watched with frustration on the streets for highly skilled mechanics to apply for pilot training, only to get nonselected on technicalities. It is a shame, because there were wonderful opportunities for everyone in the National Guard. Unfortunately, at the present time, none for Hispanics and blacks.

Hispanics are also underrepresented in the civilian Federal work force. According to OPM, there are currently 100,000 Hispanic employees in the Federal work force. The total number of Civil Service employees is just under 2 million, which means Hispanics comprise 5.5 percent of the Federal work force.

Use of the most recent Federal civilian work force statistics available, my staff listed every white-collar and blue-collar job in which Hispanics comprise 10 percent of the work force for that particular job. My staff estimated there were about 500 individual jobs listed in the OPM September 30, 1986 edition of Affirmative Employment Statistics. This represented 500 white-collar and blue-collar jobs in the Executive Branch which employ men and women in the Federal work force.

Of these 500 jobs, only 23 jobs listed Hispanics, as representative of at least 10 percent of the Federal work force for that job. Most of these involved work as an inspector or technician.

The five jobs which employ the greatest percentage are border agent, 33.9; consumer safety inspection, 27.7 percent; immigration inspection, 22.4 percent; health technician, 19.26 percent; engine overhaul, 18.2 percent.

The average salary for these top five Hispanic employing is about $20,000 a year. That is roughly the average salary for all 23 of the jobs that most employ Hispanics. The highest paid of these 23 jobs was in the field of equal opportunity compliance. The average salary for a person employed in this job was about $36,000.

Ironically, a person working in the field of equal employment is supposed to ensure that Federal employees are given a fair chance to advance in the Federal work force. But the sad fact of the matter is Hispanics are primarily employed in low-paid Federal jobs which offer little if any opportunity for advancement.

This trend is not likely to change at any time in the foreseeable future unless major reforms are implemented.

Madam Chairwoman, I will be most willing to try to assist you with the formulation of any reforms which would improve Hispanic representation in the military officers' ranks and the Federal work force. Thank you very much.

Mrs. SCHROEDER. I want to thank both of you for your excellent testimony. It is hard to think of anything to say to question you, because I agree with you totally.

Futurists such as John Nesbitt have said that America has got the best human resources of any other country in the world to compete globally if we learn to use them, because we have the greatest mixture of racial and ethnic backgrounds.

And if we figure out how to employ that, the globe will never see anything like this country in the 21st century. No one is asking for unfair advantage. You are asking for fair advantage. That is how you compete with everybody else, head to head.

I think what you are saying fits that. I hope people wake up and understand. Thank you for being here.

Congressman Garcia, do you have any questions?

Mr. GARCIA. I would like to joint with you, Madam Chair. I think what we are seeing here and hearing these two gentlemen from California and Texas, that there is a need not just here where we have the center of the Federal Government, but throughout the country as well.

I think my colleague, Mr. Bustamante of San Antonio, when he talks about what is happening in his area and when Monty Martinez talks about what is happening on the west coast, and when I talk about what is happening here on the East Coast, it is a blanket problem in this country.

I am hopeful with this administration on the way out, this administration has been very, very difficult to deal with, I have never in my 22 years of public life found the insensitivity that this administration has had to minorities, to women, to blacks, to Hispanics.

In the real sense, there has ben no major effort. As a matter of fact, just the contrary. I think now that the 101st Congress is coming, hopefully with a new Administration, that we members of the Congressional Hispanic Caucus working with the Women's Caucus and the Black Caucus, can join our forces together to make certain the sensitivity of the next administration is one that will meet the goals of not just some Americans, but all Americans.

I appreciate very much your letting me say a few words.

Mrs. SCHROEDER. Thank you very much for being here.

The next witness we have this morning is the Honorable Clarence Thomas, the Chairman of the Equal Employment Opportunity Commission.

Mr. Thomas, we welcome you. We will put your entire statement in the record. If you would care to summarize, we would appreciate it.

## STATEMENT OF HON. CLARENCE THOMAS, CHAIRMAN, EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Mr. THOMAS. Thank you very much.

Good morning. I would like first of all, Madam Chairman, to introduce several of my Commissioners who have joined me here. First of all, Commissioner Tony Gallegos, Commissioner Evan Kemp, and Commissioner Joy Cherian.

I hope I am not a part of the good-old-boy network since I represent an agency that is 60 percent women and 44 percent minority. I would like to begin my testimony by reporting that EEOC has

been one of the trend-setters for the Federal Government in employment of all minorities——

Mr. GARCIA. Mr. Thomas, forgive me. Did you say 60 percent and 44 percent?

Mr. THOMAS. That is right.

Mr. GARCIA. That is 104 percent.

Mr. THOMAS. It is 60 percent women. Some of the women are minorities.

Mr. GARCIA. OK.

Mr. THOMAS. I would like to begin by reporting that EEOC has been one of the trend-setters for the Federal Government in employment of all minorities, women, and individuals with handicapping conditions.

From 1983 through 1987, EEOC has remained one of the top five agencies in the percentage of its work force which is made up of minorities and women. For fiscal year 1986, we ranked number one in terms of the overall employment of minorities and women and number two in the percentage of all minorities, 43.68 percent, in our work force.

As of September 1986, 10.39 percent of EEOC's total work force was Hispanic, and 8.99 percent of our professional work force was Hispanic. Hispanic representation in the Senior Executive Service was 14 percent.

The average grade level for Hispanic employees at EEOC as of September 1986 was GS–10.41, which was higher than the GS–10.04 average grade level for all white-collar employees. During the entire period from fiscal year 1983 through fiscal year 1987, the overall percentage of Hispanic employees in EEOC's work force has remained 10 percent or higher, despite fluctuations in the total of Commission employees.

In the area of affirmative action programs, management directive (MD) 714 provided to Federal agencies instructions and guidance for their affirmative employment plans and reports and plan updates for fiscal years 1988 through 1992. This management directive substantially contributes to equal employment opportunity for all Federal employees. It is not limited to hiring, but focuses on the upward mobility of minorities and women.

It is a stronger, more effective Federal employment program than earlier ones. Management Directive 714 enables Federal agencies to identify and correct specific problem areas; for example, employment of Hispanic individuals. After an in-depth program analysis has been conducted, agencies identify barriers to employment of Hispanic individuals and other protected classes.

For example, if an agency uncovers specific problems in the recruitment, hiring and promotion of Hispanics in the program analysis, it then will be able to identify what barriers are causing these problems. Agencies then develop objectives and action items to eliminate the barriers identified.

Agencies are given the flexibility to focus on those program areas where there are the greatest problems. This should enable agencies to give priority to improving employment opportunities for Hispanic individuals, the one group currently underrepresented in the Federal Government.

In 1982, Hispanics represented 3.79 percent of the Federal white-collar work force. There has been a slight increase each year since 1982. White-collar representation for 1987 was 4.46 percent. Civilian labor force data was based on the 1980 census. Hispanics have had slight gains and losses within the PATCO categories.

In 1982, 14.4 percent of this Hispanic federal work force were in the professional category. In 1987, the figure was 16.4 percent. Their representation in the administrative category declined in 1983 and increased during 1984 and 1987. The technical representation category declined slightly for each year. In 1982, 31.2 percent were in the clerical category. In 1987, 27 percent.

Hispanics represent 6 percent of grades 3 and 4 for fiscal year 1987. They represent 2.1 percent of grade 15. They represent 1.1 percent of executives and 3.1 percent of the other white-collar category, which includes Senior Executive Service personnel.

Hispanics are mostly represented in grade groups GS–5 through –8 and GS–9 through –12, slight increases in both of these grade groupings.

In the blue-collar category, Hispanic males made slight gains in 1983 and 1986. Hispanic females increased one-tenth of 1 percent in 1985 and have remained constant.

Of all the formal complaints of employment discrimination filed with the federal government, approximately 5.3 percent were based on Hispanic national origin. There were 15,931 formal EEOC complaints filed in fiscal year 1987 against Federal entities.

Of these, 789 complaints were filed on the basis of Hispanic national origin. The issues alleged in complaints on the basis of Hispanic national origin are the same as those in other types of complaints. The issues which arise most frequently are promotion, termination, harassment and suspension.

Once a complaint is filed, it can be closed by rejection or decision. In 1987, 15.7 percent of complaints were closed by rejection, 9.3 percent by cancellation, 20.7 percent by withdrawal, 28.4 percent by settlement, and 26 percent by decision.

Of complaints closed by decision, discrimination was found in approximately 20 percent of the cases.

In the area of hearings, if a complaint against a federal agency cannot be resolved, the agency issues its proposed disposition on the complaint and informs the employee of his or her right to a hearing before an EEOC administrative judge. The proportion of requests for hearings by persons alleging Hispanic national origin discrimination has remained relatively constant from 1983 through 1987.

During fiscal 1987, EEOC received 5,045 requests nationwide for Federal hearings, compared with 5,254 in 1986, 5,125 in 1985, and less than 5,000 in the other years. Of those, 252 requests in fiscal year 1987 were by complainants alleging Hispanic national origin discrimination, compared with 288 in 1986, 282 in 1985, and similar numbers in the other years.

In the area of appeals to the Office of Review and Appeals, from fiscal years 1983 through 1987, EEOC received 19,333 federal appeals. Of these, 455, or 2.4 percent, alleged Hispanic national origin discrimination. During that five-year period, the percentage of fed-

eral appeals alleging Hispanic national origin discrimination fluctuated between 1.8 and 2.7 percent.

I will be pleased to answer any questions you may have.

[The statement of Mr. Thomas follows:]

**TESTIMONY OF CHAIRMAN CLARENCE THOMAS**
**OF THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**
**BEFORE THE SUBCOMMITTEE ON CIVIL SERVICE**
**OF THE COMMITTEE ON POST OFFICE AND CIVIL SERVICE**
**U.S. HOUSE OF REPRESENTATIVES**
**JUNE 14, 1988**

Good morning Chairwoman Schroeder and members of the subcommittee. I appear before you today to discuss Hispanic employment in the federal government.

The U.S. Equal Employment Opportunity Commission's federal sector responsibilities include affirmative employment planning for agencies of the federal government and oversight of federal agency discrimination complaint processing. EEOC conducts hearings and adjudicates appeals of final agency decisions on complaints of discrimination and reprisal filed by federal employees and applicants under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act and Section 501 of the Rehabilitation Act of 1973, which prohibits discrimination in the federal sector based on mental and/or physical handicap.

## EEOC'S RECORD

I am pleased to report that the Equal Employment Opportunity Commission has been one of the trend setters for the federal government in employment of all minorities, women and individuals with handicapping conditions. During the period 1983 through 1987, EEOC has remained one of the top five agencies in the percentage of its work force which is made up of minorities and women. For fiscal year 1986, we ranked number one in terms of the overall employment of minorities and women and number two in the percentage of all minorities (43.68 percent) in our work force. As of September 1986, 10.39 percent of EEOC's total work force was Hispanic and 8.99 percent of our professional work force was Hispanic. Hispanic representation in the top career management ranks of EEOC, the Senior Executive Service, was 14 percent.

The average grade level for Hispanic employees at EEOC as of September 1986 was GS-10.41 which was higher than the GS-10.04 average grade level for all white collar employees. During the entire period from FY 1983 through FY 1987, the overall percentage of Hispanic employees in EEOC's work force has remained 10 percent or higher despite fluctuations in the total number of Commission employees.

The major difference in the profile of Hispanic employees over the five year period has been an overall increase in the percentage of Hispanic females from 4.39 percent in FY 1983 to 5.15 percent of the work force in FY 1987 and a decrease in the percentage of Hispanic males from 5.9 percent in FY 1983 to 4.96 percent in FY 1987. Because FY 1987 was the first year that this shift has occurred, it is difficult to predict whether this was a one-time fluctuation or an incipient trend. However, it should be noted that EEOC's overall work force is 60 percent female and that more than 40 percent of its professional work force is comprised of females.

Attachments 1 and 2 show EEOC's record pertaining to Hispanics.

**AFFIRMATIVE EMPLOYMENT PROGRAMS**

In 1969, under Executive Order 11478, federal agencies were required for the first time to establish affirmative programs of equal employment opportunity. The Equal Employment Opportunity Act of 1972 extended coverage of the Civil Rights Act of 1964, so that federal agencies were required to establish these programs pursuant to Section 717 of the Act. The former Civil Service Commission was given statutory authority to ensure that all personnel actions in the federal government were not only free from discrimination, but also actively and affirmatively oriented toward equal employment opportunity. The President's Reorganization Plan No. 1 of 1978 transferred to EEOC equal employment opportunity functions in the federal government that previously had been the responsibility of the Civil Service Commission, including such rules, regulations, orders and instructions as it deems necessary and appropriate.

In 1981, EEOC issued Management Directive 707 (MD 707). This management directive instructed federal agencies to develop, submit and implement affirmative employment plans for minorities and women for Fiscal 1982 through Fiscal 1986 (later extended through Fiscal 1987). MD 707 instructed each agency to perform a comprehensive analysis of the representation of sex-specific racial and ethnic groups in various employment categories and populous occupational series by comparing the agency's work force with the appropriate segment of the Civilian Labor Force and to set annual goals for underrepresented groups where vacancies were expected.

Agencies also were directed to analyze selection procedures and practices, identify selection barriers and where appropriate, eliminate or modify selection barriers restricting the employment opportunities of minorities and women. They also were directed to establish information systems capable of monitoring the information critical for comprehensive evaluation of the agency's affirmative employment program. Agencies were instructed to integrate affirmative employment program planning with the agency's overall management and budget planning process.

On Oct. 1, 1984, MD 707A was issued to clarify the instructions contained in MD 707 for preparing reports and updates.

The Commission's Management Directive 714 prescribes to federal agencies instructions, policies, procedures, guidance and formats for the development and submission of multi-year affirmative employment program plans, annual affirmative employment program accomplishment reports and annual affirmative employment program plan updates for fiscal years 1988 through 1992.

EEOC intends, through this management directive, to substantially contribute to the achievement of equal employment opportunity for all federal employees, not only when hired, but also as they advance within the work force. We believe this is a stronger, more effective affirmative employment program.

Like previous directives, MD 714 instructs agencies to determine underrepresentation of women and minorities in their work forces and to devise flexible approaches to improve those levels. Additionally, it requires agencies to look at the internal movement of EEO groups in their work forces.

Those previous directives were successful in increasing the overall participation of women and minorities in the federal government. The next logical step is to direct the emphasis on upward movement into higher level positions.

Some of the major components of MD 714 include:

(1) shifting major responsibility and accountability to agency heads and their designees for achieving EEO objectives;

(2) focusing on specific problems within specific agencies rather than general issues identified by generalized instructions;

(3) eliminating unnecessary forms;

(4) placing specific emphasis on identification and removal of barriers so that elimination of problem areas are permanent and not just a short-term effort; and

(5) requiring a five-year planning document with annual accomplishment reports as well as statistical reports.

MD 714 enables federal agencies to identify and correct specific problem areas; for example, employment of Hispanic individuals.

Agencies are required to conduct an analysis of the current status of affirmative employment which includes:

- o review of agency resources;
- o a work force break-out by protected class, grade level, and occupational series;
- o a review of discrimination complaints;
- o assessment of the adequacy of recruitment efforts and hiring;
- o assessment of career development programs and analysis of training, awards, and special assignments by protected groups;
- o analysis of promotions by protected groups;
- o and analysis of fairness of the reduction-in-force procedures and other procedures affecting separation of employees from an agency.

After the program analysis has been conducted, agencies identify policies, procedures, and systems which may constitute barriers to employment of Hispanic individuals and other protected classes. For example, if an agency uncovers specific problems in the recruitment, hiring and promotion of Hispanics in the program analysis, it then will be able to identify what barriers are causing these problems.

Agencies then develop specific and measurable objectives which may include numerical objectives and action items to eliminate barriers identified. Agencies are given the flexibility to focus on those program areas where there are the greatest problems. This should enable agencies to give priority to improving employment opportunities for Hispanic individuals, the one protected group which currently is underrepresented in the federal government.

To make agencies more accountable, EEOC is placing more emphasis on on-site program audits. Labor force data is used for comparison with agency work force profiles. EEOC mandates that additional program elements be addressed when agencies fail to show progress. And we report our findings on a yearly basis to the President, the Congress and the appropriate congressional committees.

This program is designed to give agencies flexibility. Those agencies that still have an overall underrepresentation of women and minorities in their work force can concentrate on that problem, and those agencies without overall underrepresentation shortcomings may direct their efforts toward movement into higher paying positions.

On the whole, the Commission is aiming to achieve a stronger, more effective affirmative employment program which should improve the affirmative employment planning process and further achieve equal employment opportunity for all federal employees, including Hispanics.

**HISPANICS IN THE FEDERAL GOVERNMENT**

We are providing for you the attached statistics on the employment of Hispanics in the federal government for 1982 through 1987 (see Attachments 3 through 7). The statistical data come from the Office of Personnel Management's Central Personnel Data File (CPDF). The data include the employment of Hispanics by PATCOB (Professional, Administrative, Technical, Clerical, Other and Blue Collar) by grade and grade grouping. We are also including the ranking of federal agencies with 500 or more employees in the employment of Hispanics for 1986 and 1987 (see Attachments 8 and 9).

In 1982, Hispanics represented 3.79 percent of the federal white collar work force. There has been a slight increase for each year since 1982. The white collar representation for 1987 was 4.46 percent. This is 1.98 percent below the Civilian Labor Force (6.44 percent) for Hispanics in the white collar work force. The CLF data are based on the 1980 census (see Attachment 3).

Hispanics have had slight gains and losses within the PATCOB categories. In 1982, 14.4 percent of the Hispanic federal work force were in the Professional category. In 1987, the figure was 16.4 percent. Their representation in the Administrative category declined in 1983 and increased during 1984 through 1987. The Technical representation category declined slightly for each year. In 1982, 31.2 percent were in the Clerical category and in 1987, 27 percent were (see Attachment 4).

Attachment 5 shows grade ranges in the GS grades 1 through 15, executives and "Other" categories. The "Other" category includes Senior Executive Service personnel. Hispanics represent 6.0 percent of grades 3 and 4 for FY 1987. They represent 2.1 percent of Grade 15. They represent 1.1 percent of executives and 3.1 percent of the "Other" category (see Attachment 5).

Attachment 6 for grade groupings shows that Hispanics are mostly represented in grade groupings GS 5 through 8 and GS 9 through 12. Slight increases have occurred in both of these grade groupings.

In the Blue Collar category, Hispanic males made slight gains in 1983 and 1986. Hispanic females increased 0.1 percent in 1985 and have remained constant since that time (see Attachment 7).

**COMPLAINTS**

Of all formal complaints of employment discrimination filed from Fiscal 1983 through 1987 with the federal government, approximately 5.3 percent raised allegations of Hispanic national origin discrimination (see Attachment 10).

There were 15,931 formal EEO complaints filed in FY 87 against federal entities, 18,167 in FY 86, 19,386 in FY 85, 17,916 in FY 84 and 16,770 in FY 83. Of those, 789 complaints in Fiscal 1987 were filed on the basis of Hispanic national origin, 1,000 in FY 86, 1,067 in FY 85, 954 in FY 84 and 887 in FY 83.

The issues alleged in complaints on the basis of national origin, Hispanic, are the same as those in other types of complaints. The issues which arise most frequently are promotion, termination, harassment, reprimand and suspension.

Once a complaint is filed, it can be closed by rejection, cancellation, withdrawal, settlement and decision. In FY 1987, 15.7 percent of complaints were closed by rejection, 9.3 percent by cancellation (there has been a change in the 29 CFR Part 1613 regulations in which rejection and cancellation will be counted the same), 20.7 percent by withdrawal, 28.4 percent by settlement and 26 percent by decision. Of complaints closed by decision, discrimination is found in approximately 20 percent of the complaints, and no discrimination is found in approximately 80 percent. The same percentages apply to all bases alleged.

**HEARINGS**

If an employee or applicant for employment believes that he or she has been discriminated against by a federal agency when applying for a job or on the job in the terms or conditions of employment because of race, color, sex, religion, national origin or age, or handicap, he or she may file a complaint of discrimination with the federal agency.

If a complaint against a federal agency cannot be resolved, the agency issues its proposed disposition on the complaint and informs the employee of his or her right to a hearing before an EEOC administrative judge.

If a complainant requests a hearing, the administrative judge will hear relevant testimony and consider documentary evidence about the allegations. Witnesses give testimony under oath or affirmation and can be cross-examined. The EEOC administrative judge then submits his or her recommended decision to the head of the employing agency.

The employing agency issues its final decision either accepting, modifying, or rejecting EEOC's recommended decision. The final decision is accompanied by a verbatim transcript of the hearing and a copy of the administrative judge's recommended decision.

During Fiscal 1987, EEOC received 5,045 requests nationwide for federal hearings, compared with 5,254 in FY 86, 5,125 in FY 85, 4,991 in FY 84 and 4,950 in FY 1983. Of those, 252 requests in Fiscal 1987 alleged Hispanic national origin discrimination, compared with 288 in FY 86, 282 in FY 85, 265 in FY 84 and 262 in FY 83.

**APPEALS**

The complainant may appeal the employing agency's final decision to EEOC's Office of Review and Appeals (ORA) in Washington, D.C. within 20 calendar days of receiving that decision and submit supporting statements within 30 calendar days thereafter.

EEOC makes decisions on appeals from agency decisions on equal employment opportunity complaints and processes appeals from rulings or decisions on negotiated bargaining agreement grievances where allegations of discrimination are raised. EEOC also makes decisions on petitions for review of Merit Systems Protection Board decisions involving EEO issues in appeals filed by federal employees. EEOC reviews requests to reopen and reconsider cases in which the Commission issued a previous decision.

The complainant is entitled to file an appeal from the agency decision when the agency rejects all or a portion of his/her complaint, when the agency cancels the complaint because of the complainant's failure to prosecute his/her complaint, when the decision does not resolve the complaint to the complainant's satisfaction or when the decision does not resolve the allegation of the breach of a settlement agreement to the complainant's satisfaction.

EEOC reviews the complaint file and all relevant written representations and issues a written decision which sets forth its reasons for the decision. Copies of the decision are forwarded to the complainant, his/her designated representative and the agency.

When EEOC orders an agency to take corrective action, the agency is required to respond promptly by detailed written report that the corrective action has been taken. Where EEOC finds an agency in noncompliance with its decision, it may issue a notice to the agency head to show cause why there is noncompliance, refer the matter to the Office of Special Counsel for action or notify the complainant of the right to file a civil action for judicial review of the agency's refusal to implement the corrective action required in the Commission's decision.

From Fiscal 1983 through Fiscal 1987, EEOC received 19,333 federal appeals. Of those, 455 or 2.4 percent were filed by Hispanics alleging national origin discrimination.

During that five-year period, the percentage of federal appeals filed by Hispanics alleging national origin discrimination fluctuated between 1.8 and 2.7 percent. In FY 1983, 84 of 3,458 (2.4 percent) of federal appeals were filed by Hispanics alleging national origin discrimination, compared to 70 of 3,336 (2.1 percent) filed in FY 1984, 69 of 3,836 (1.8 percent) filed in FY 1985, 113 of 4,157 (2.7 percent) filed in FY 1986 and 119 of 4,546 (2.6 percent) filed in FY 1987.

I will be pleased to answer any questions you may have.

Attachment 1

EEOC'S EEO RECORD FROM 1983 THROUGH 1986 PERTAINING TO HISPANICS

Source: EEOC's Annual Report on the Employment of Minorities, Women and Individuals with Handicaps in the Federal Government, Fiscal Year 1986. Total work force figures are taken from OPM's Central Personnel Data File (CPDF) which provides a uniform data base for all federal agencies.

| Fiscal Year | Total Work Force | Hispanic | | Total Hispanics |
|---|---|---|---|---|
| | | Male | Female | |
| 1983 | 2927 | 172 | 128 | 300 |
| 1984 | 2777 | 163 | 129 | 292 |
| 1985 | 3085 | 161 | 136 | 297 |
| 1986 | 2945 | 163 | 143 | 306 |

EEOC'S EEO RECORD FOR 1987 PERTAINING TO HISPANICS

| | | | | |
|---|---|---|---|---|
| * 1987 | 3166 | 157 | 163 | 320 |

*SOURCE: EEOC's Affirmative Action Accomplishment Report submitted December 14, 1987 based on the agency's work force profile as of September 30, 1987.

Attachment 2-1

EEOC'S EEO RECORD FROM 1983 THROUGH 1987 BY PATCO CATEGORY*

| Professional | Total Work Force | Hispanic | | Total Hispanics |
|---|---|---|---|---|
| | | Male | Female | |
| 1983 | 447 | 27 | 14 | 41 |
| 1984 | 399 | 26 | 14 | 40 |
| 1985 | 499 | 31 | 19 | 50 |
| 1986 | 486 | 27 | 17 | 44 |
| 1987 | 563 | 25 | 19 | 44 |

| Administra-tive | Total Work Force | Hispanic | | Total Hispanics |
|---|---|---|---|---|
| | | Male | Female | |
| 1983 | 1668 | 138 | 72 | 210 |
| 1984 | 1664 | 130 | 81 | 211 |
| 1985 | 1777 | 131 | 93 | 224 |
| 1986 | 1706 | 125 | 92 | 217 |
| 1987 | 1768 | 120 | 94 | 214 |

| Technical | Total Work Force | Hispanic | | Total Hispanics |
|---|---|---|---|---|
| | | Male | Female | |
| 1983 | 210 | 3 | 19 | 22 |
| 1984 | 184 | 2 | 13 | 15 |
| 1985 | 150 | 1 | 7 | 8 |
| 1986 | 148 | 2 | 6 | 8 |
| 1987 | 184 | 2 | 8 | 10 |

Attachment 2-2

| Clerical | Total Work Force | Hispanic | | Total Hispanics |
|---|---|---|---|---|
| | | Male | Female | |
| 1983 | 590 | 4 | 23 | 27 |
| 1984 | 521 | 5 | 21 | 26 |
| 1985 | 675 | 11 | 45 | 56 |
| 1986 | 622 | 9 | 46 | 55 |
| 1987 | 645 | 10 | 42 | 52 |

* Because EEOC is a small agency, the Annual Reports on the Employment of Minorities, Women, and Individuals with Handicaps in Federal Government do not include PATCO data for the agency. The PATCO information is taken from EEOC's Internal Affirmative Action Accomplishment Reports as submitted. Total work force figures for each PATCO category are based on the numbers of employees on board at the end of each fiscal year.

Attachment 3-1

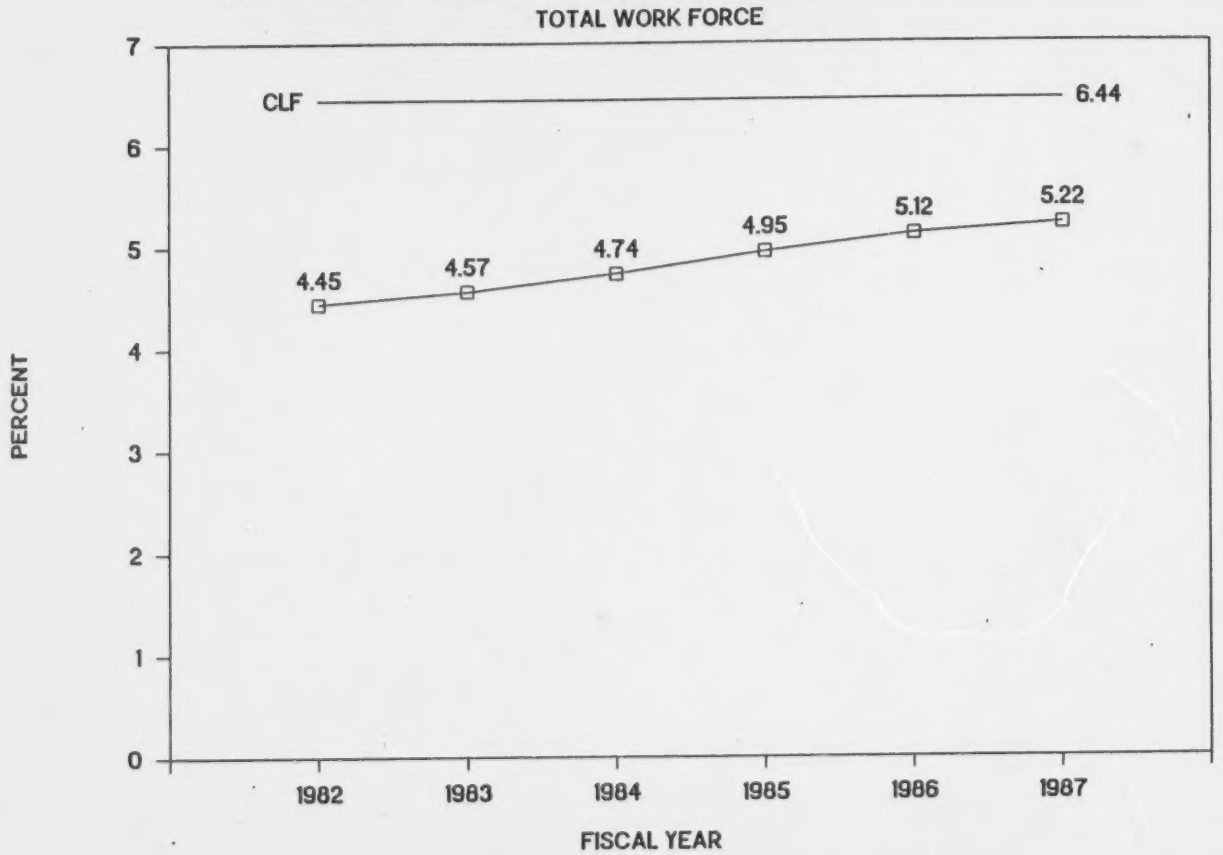
CIVILIAN LABOR FORCE AND WHITE-COLLAR EMPLOYEES
FOR 1982, 1983, 1984, 1985, 1986 AND 1987

| | % 1980 CIVILIAN LABOR FORCE | % 1980 WHITE COLLAR LABOR FORCE | FEDERAL WHITE-COLLAR WORK FORCE | | | | | | ABOVE OR BELOW CLF |
|---|---|---|---|---|---|---|---|---|---|
| | | | % 1982 | % 1983 | % 1984 | % 1985 | % 1986 | % 1987 | |
| MEN | 57.54 | 45.9 | 54.11 | 53.68 | 53.36 | 52.70 | 52.42 | 52.03 | ABOVE |
| WOMEN | 42.46 | 54.1 | 45.89 | 46.32 | 46.64 | 47.30 | 47.58 | 47.97 | BELOW |
| WHITE: | 81.56 | 83.3 | 78.34 | 77.97 | 77.40 | 76.69 | 76.24 | 75.72 | BELOW |
| MEN | 47.48 | 39.1 | 45.46 | 44.96 | 44.44 | 43.63 | 43.24 | 42.75 | ABOVE |
| WOMEN | 34.08 | 44.3 | 32.88 | 33.01 | 32.96 | 33.06 | 33.00 | 32.97 | BELOW |
| BLACK: | 9.78 | 9.7 | 14.54 | 14.64 | 14.87 | 15.25 | 15.44 | 15.66 | ABOVE |
| MEN | 4.94 | 3.5 | 4.82 | 4.81 | 4.85 | 4.88 | 4.88 | 4.87 | ABOVE |
| WOMEN | 4.84 | 6.2 | 9.72 | 9.83 | 10.02 | 10.37 | 10.56 | 10.79 | ABOVE |
| HISPANIC: | 6.44 | 4.5 | 3.79 | 3.94 | 4.10 | 4.25 | 4.37 | 4.46 | BELOW |
| MEN | 3.90 | 2.1 | 2.11 | 2.16 | 2.22 | 2.27 | 2.31 | 2.35 | ABOVE |
| WOMEN | 2.54 | 2.4 | 1.68 | 1.78 | 1.88 | 1.98 | 2.06 | 2.12 | BELOW |
| ASIAN: | 1.61 | 1.9 | 2.10 | 2.28 | 2.42 | 2.57 | 2.68 | 2.86 | ABOVE |
| MEN | 0.86 | 1.0 | 1.16 | 1.26 | 1.33 | 1.40 | 1.45 | 1.53 | ABOVE |
| WOMEN | 0.75 | 0.9 | 0.94 | 1.02 | 1.09 | 1.17 | 1.22 | 1.32 | ABOVE |
| AMERICAN INDIAN: | 0.52 | 0.5 | 1.22 | 1.16 | 1.22 | 1.24 | 1.27 | 1.30 | ABOVE |
| MEN | 0.30 | 0.2 | 0.55 | 0.49 | 0.51 | 0.52 | 0.52 | 0.53 | ABOVE |
| WOMEN | 0.22 | 0.3 | 0.66 | 0.67 | 0.71 | 0.72 | 0.74 | 0.77 | ABOVE |

INCLUDES ONLY FEDERAL AGENCIES COVERED BY CPDF

Attachment 3-2

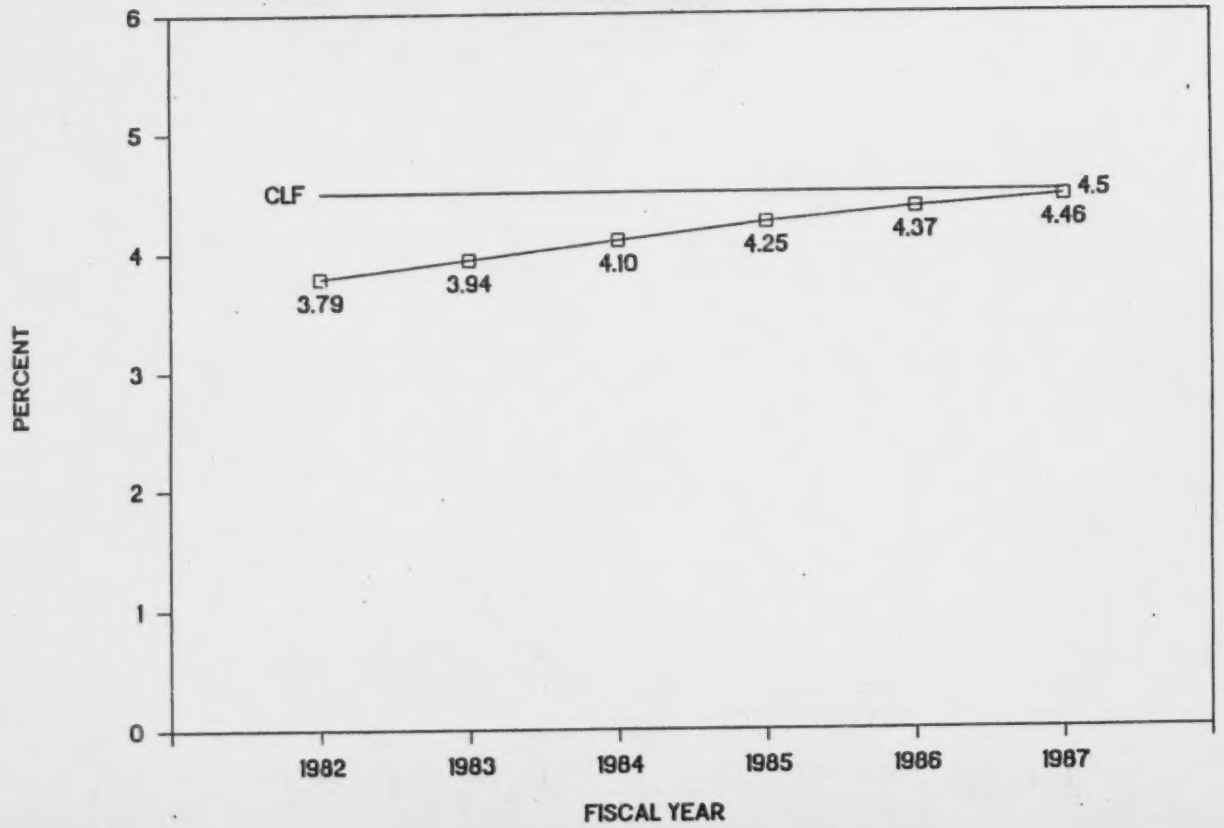
# EMPLOYMENT OF HISPANICS - FY 82-87



Attachment 3-3

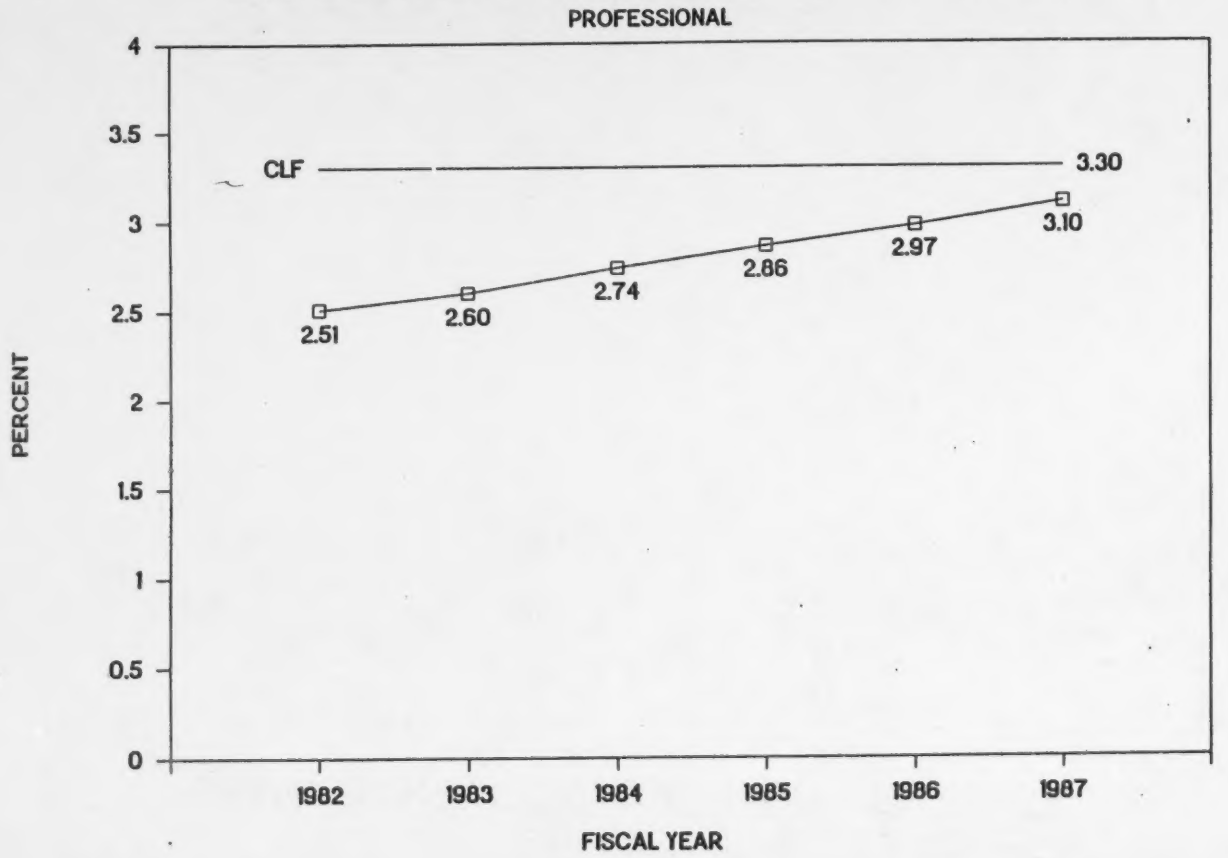
# EMPLOYMENT OF HISPANICS - FY 82-87

TOTAL WHITE COLLAR



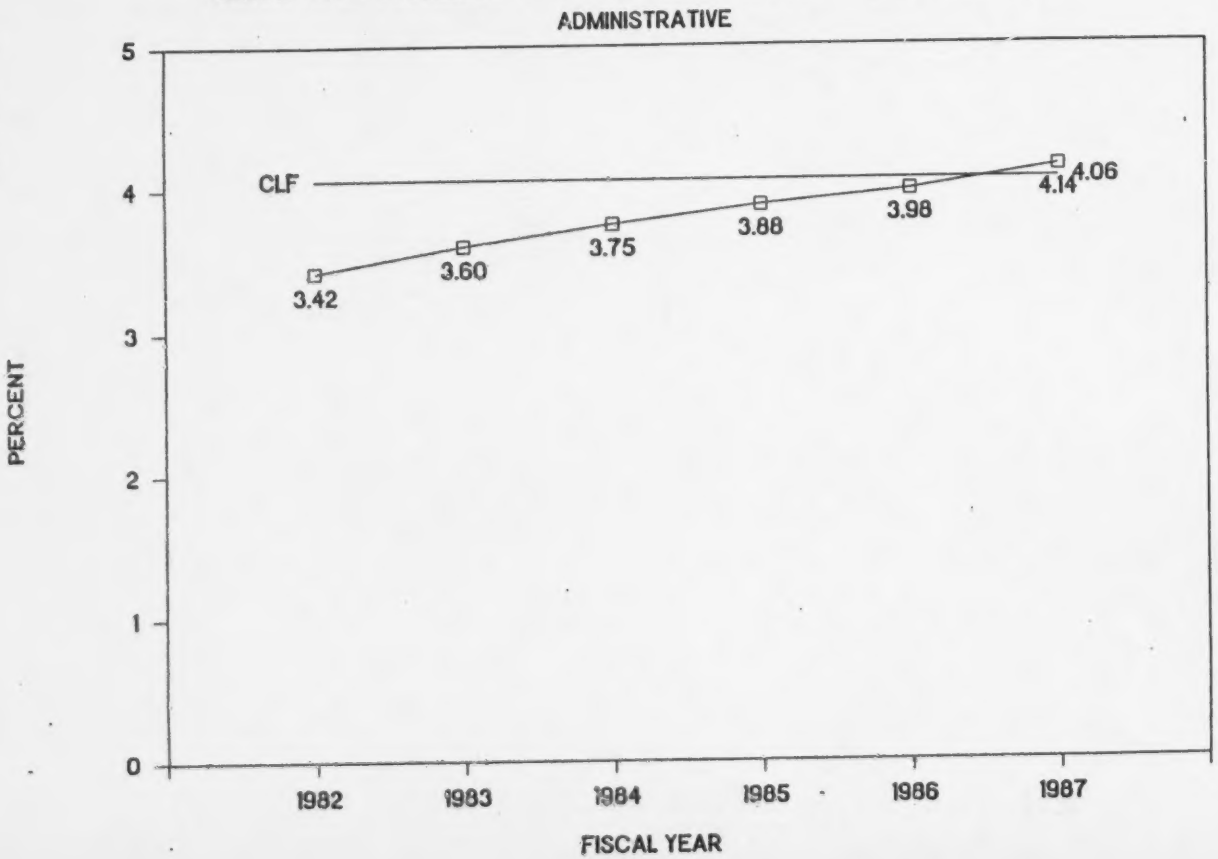
Attachment 3-4

# EMPLOYMENT OF HISPANICS - FY 82-87



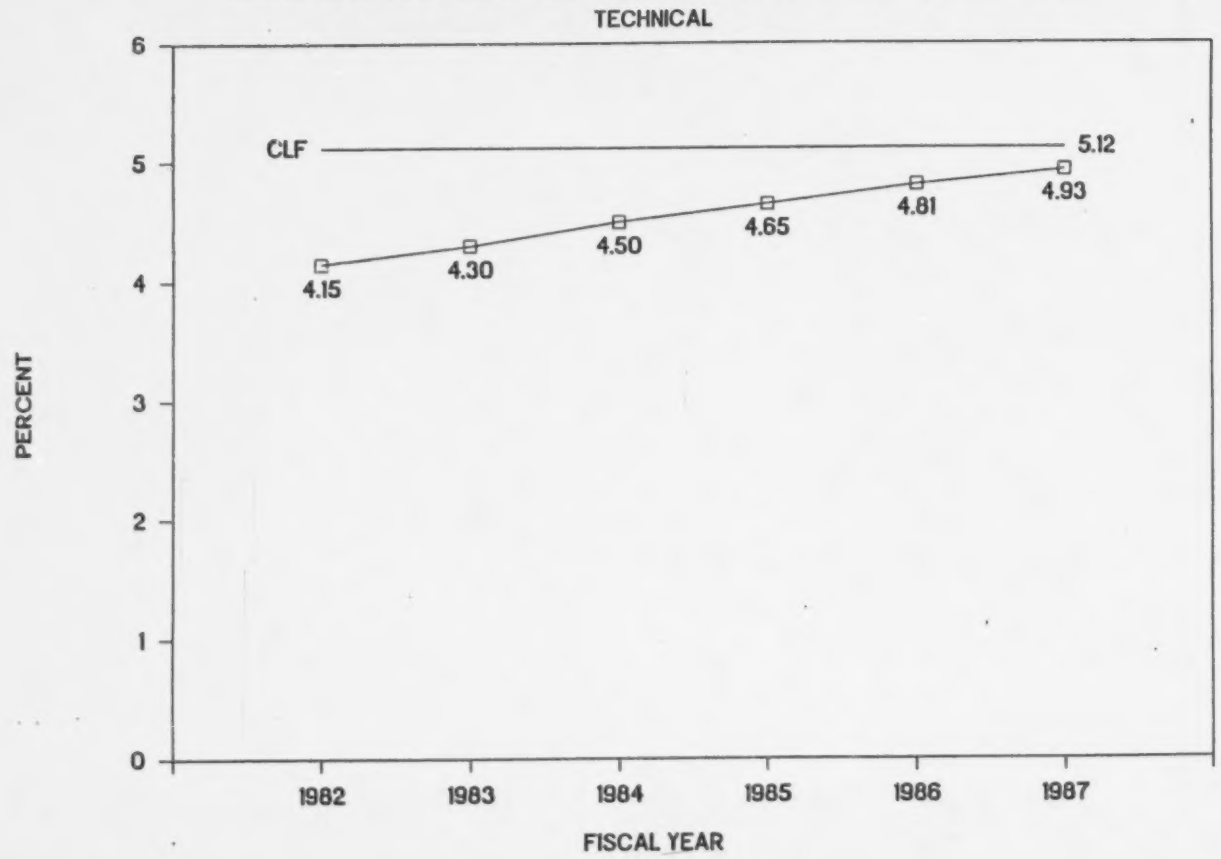
Attachment 3-5

# EMPLOYMENT OF HISPANICS - FY 82-87



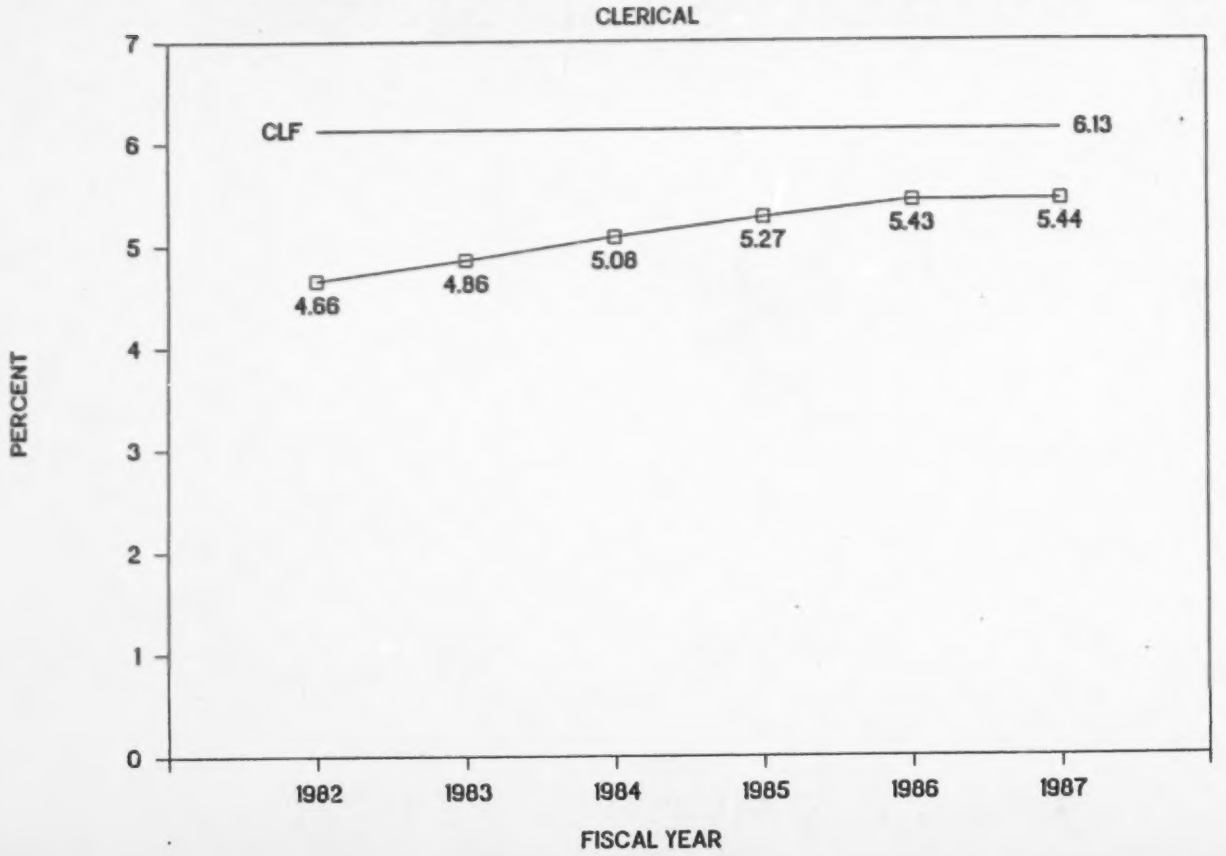
Attachment 3-6

# EMPLOYMENT OF HISPANICS - FY 82-87



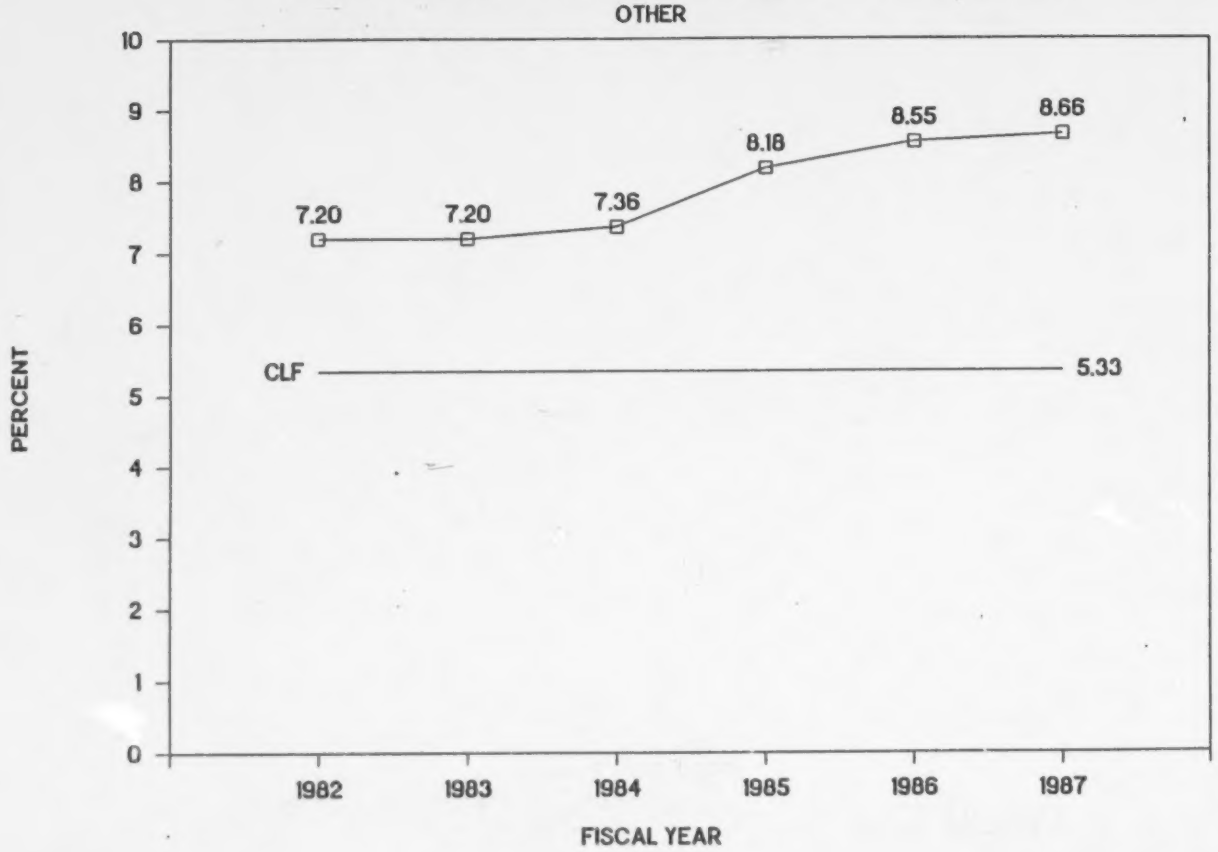
Attachment 3-7

# EMPLOYMENT OF HISPANICS - FY 82-87



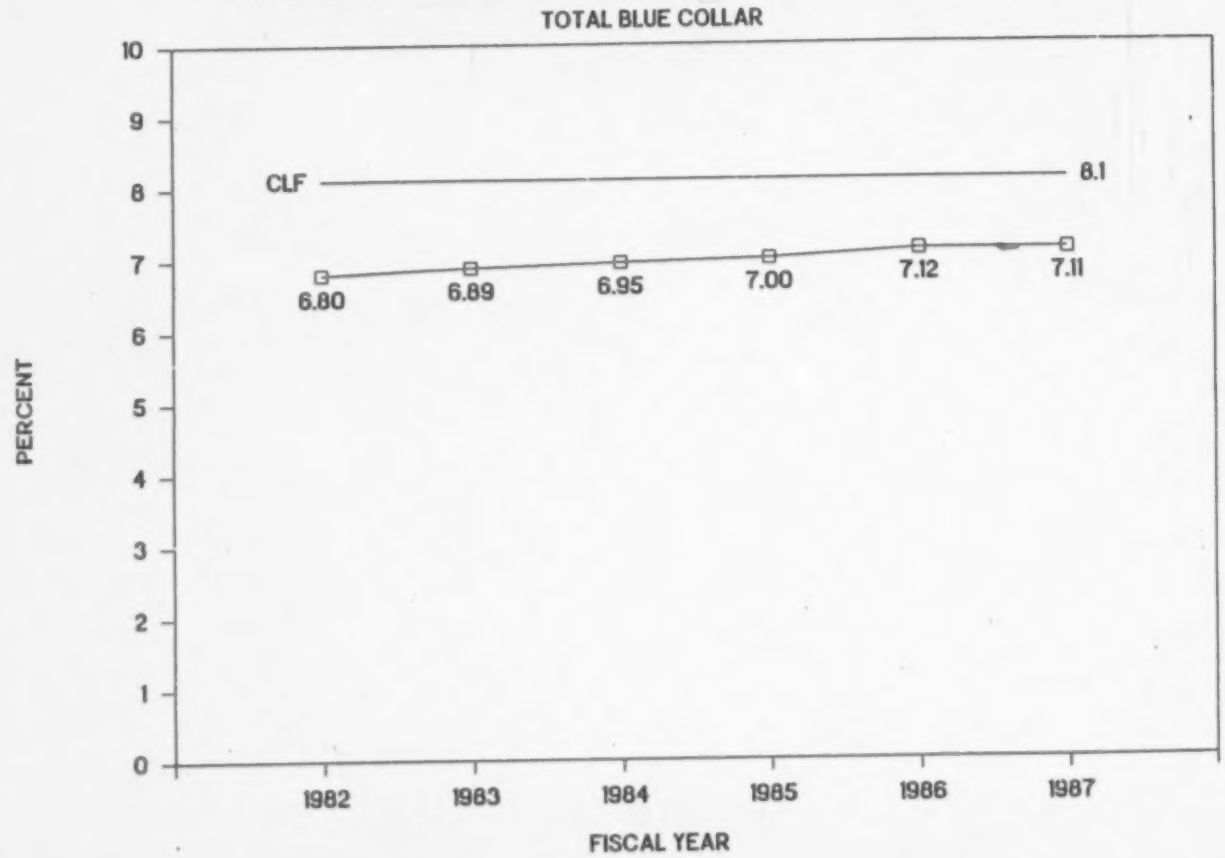
Attachment 3-8

# EMPLOYMENT OF HISPANICS - FY 82-87



Attachment 3-9

# EMPLOYMENT OF HISPANICS - FY 82-87



Attachment 4-1

GOVERNMENTWIDE DISTRIBUTION WITHIN GROUPS
ACROSS PATCO CATEGORIES
FOR 1982, 1983, 1984, 1985, 1986 AND 1987 *

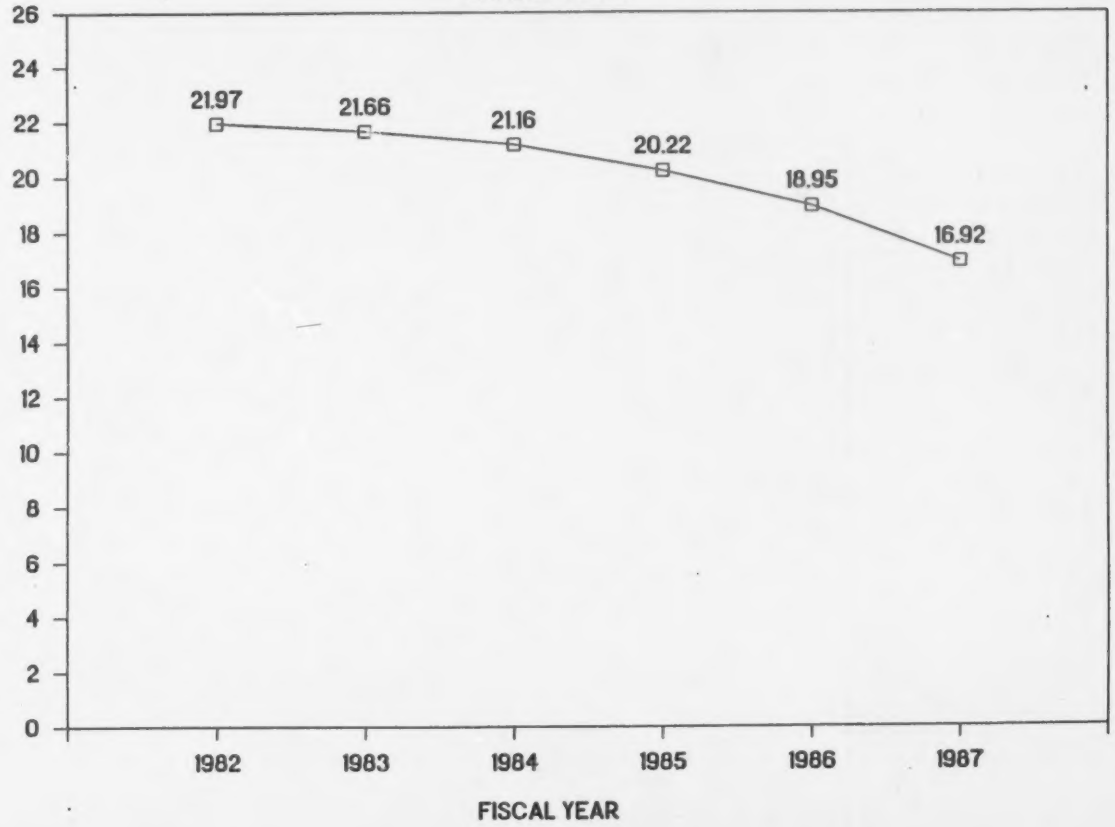
| OCCUPATIONAL CATEGORIES | YEAR | TOTAL | MEN | WOMEN | WHITE | BLACK | HISPANIC | ASIAN/ PACIFIC ISLANDER | AMERICAN INDIAN/ ALAS. NAT. |
|---|---|---|---|---|---|---|---|---|---|
| PROFESSIONAL | 1982 | 21.9 | 30.9 | 11.2 | 24.3 | 8.9 | 14.4 | 36.8 | 14.6 |
| | 1983 | 22.6 | 32.1 | 11.7 | 25.2 | 9.3 | 15.0 | 37.9 | 12.2 |
| | 1984 | 22.7 | 32.0 | 12.1 | 25.3 | 9.5 | 15.2 | 38.5 | 12.2 |
| | 1985 | 22.9 | 32.2 | 12.6 | 25.6 | 9.7 | 15.4 | 39.5 | 12.4 |
| | 1986 | 23.2 | 32.4 | 13.0 | 25.9 | 9.9 | 15.7 | 40.6 | 12.6 |
| | 1987 | 23.6 | 32.8 | 13.7 | 26.3 | 10.2 | 16.4 | 41.5 | 13.0 |
| ADMINISTRATIVE | 1982 | 28.6 | 36.5 | 19.3 | 30.5 | 21.0 | 25.8 | 20.1 | 22.6 |
| | 1983 | 28.1 | 35.5 | 19.4 | 29.8 | 21.3 | 25.6 | 19.8 | 23.1 |
| | 1984 | 29.3 | 36.5 | 21.1 | 31.0 | 22.9 | 26.8 | 20.3 | 24.5 |
| | 1985 | 29.5 | 36.4 | 21.7 | 31.3 | 23.0 | 26.9 | 19.8 | 25.1 |
| | 1986 | 30.1 | 36.8 | 22.7 | 32.0 | 23.5 | 27.4 | 19.9 | 25.4 |
| | 1987 | 30.7 | 37.1 | 23.7 | 32.7 | 24.0 | 28.4 | 19.6 | 25.6 |
| TECHNICAL | 1982 | 21.5 | 21.7 | 21.2 | 20.3 | 26.9 | 23.5 | 18.0 | 33.3 |
| | 1983 | 21.8 | 21.6 | 22.1 | 20.6 | 27.5 | 23.8 | 18.1 | 33.4 |
| | 1984 | 21.3 | 20.9 | 21.7 | 20.1 | 26.7 | 23.4 | 17.6 | 32.4 |
| | 1985 | 21.2 | 20.6 | 21.9 | 20.0 | 26.3 | 23.2 | 17.1 | 31.9 |
| | 1986 | 21.1 | 20.2 | 22.2 | 19.9 | 26.5 | 23.3 | 16.8 | 31.4 |
| | 1987 | 21.0 | 19.9 | 22.3 | 19.7 | 26.6 | 23.3 | 16.7 | 31.0 |
| CLERICAL | 1982 | 25.4 | 6.3 | 47.9 | 22.5 | 39.7 | 31.2 | 23.1 | 26.6 |
| | 1983 | 24.8 | 6.1 | 46.4 | 21.9 | 38.5 | 30.5 | 22.3 | 28.0 |
| | 1984 | 24.1 | 6.1 | 44.7 | 21.2 | 37.7 | 29.9 | 21.5 | 27.9 |
| | 1985 | 23.8 | 6.2 | 43.4 | 20.7 | 37.8 | 29.4 | 21.4 | 27.6 |
| | 1986 | 23.0 | 6.1 | 41.7 | 19.9 | 37.1 | 28.6 | 20.5 | 27.4 |
| | 1987 | 22.2 | 5.8 | 40.0 | 19.0 | 36.3 | 27.0 | 19.9 | 27.2 |
| OTHER | 1982 | 2.7 | 4.7 | 0.4 | 2.5 | 3.5 | 5.2 | 2.0 | 2.7 |
| | 1983 | 2.8 | 4.8 | 0.5 | 2.5 | 3.4 | 5.1 | 2.0 | 3.3 |
| | 1984 | 2.6 | 4.6 | 0.4 | 2.4 | 3.2 | 4.7 | 2.0 | 3.0 |
| | 1985 | 2.7 | 4.6 | 0.5 | 2.4 | 3.2 | 5.1 | 1.8 | 2.9 |
| | 1986 | 2.6 | 4.6 | 0.4 | 2.4 | 3.0 | 5.1 | 2.2 | 3.3 |
| | 1987 | 2.5 | 4.4 | 0.4 | 2.3 | 2.8 | 4.8 | 2.2 | 3.2 |
| TOTAL WHITE COLLAR | 1982 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 1983 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 1984 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 1985 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 1986 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 1987 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

* BASED ON CPDF INFORMATION

Attachment 4-2

# EMPLOYMENT OF HISPANICS FY 82-87

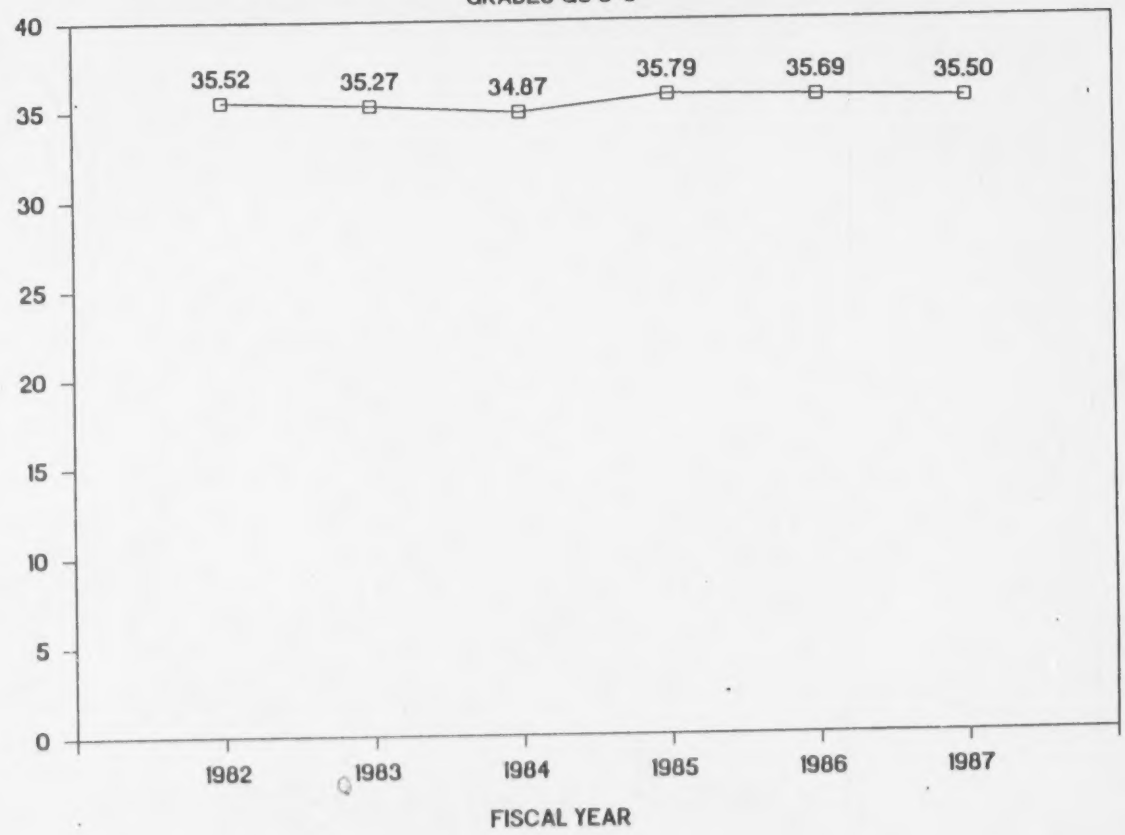
GRADES GS 1-4



Attachment 4-3

# EMPLOYMENT OF HISPANICS FY 82-87

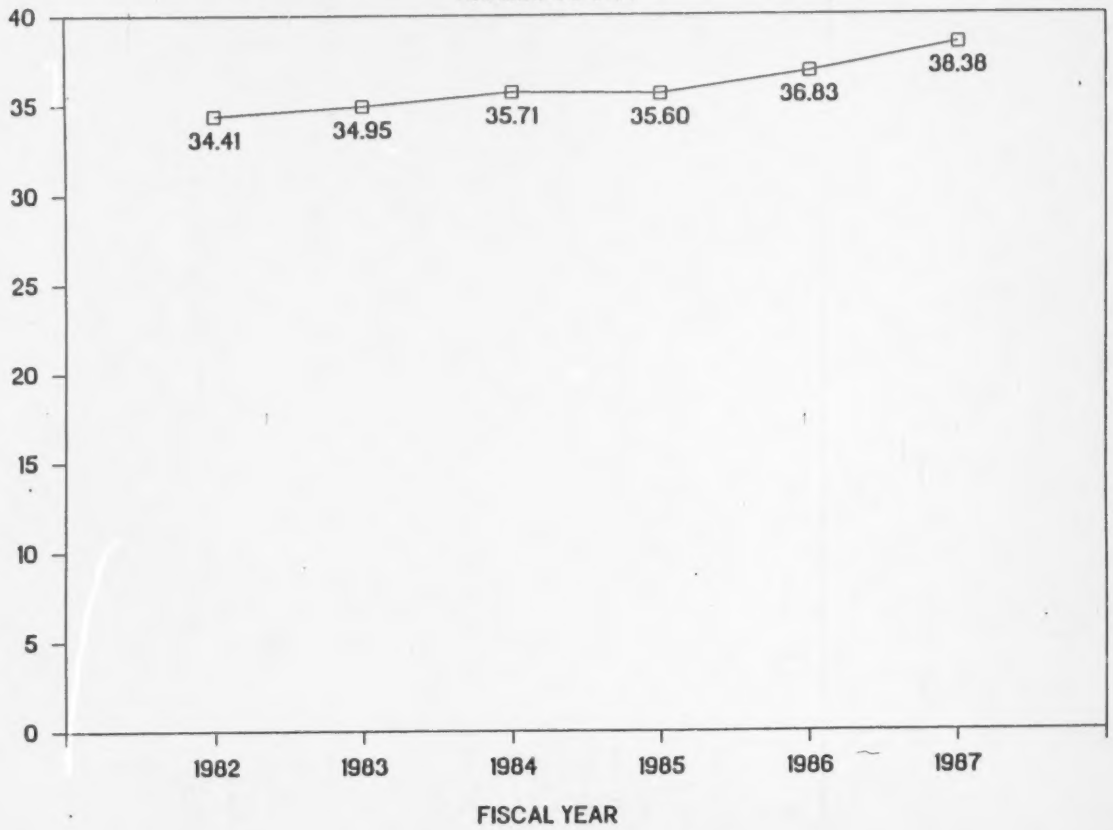
GRADES GS 5-8



Attachment 4-4

# EMPLOYMENT OF HISPANICS FY 82-87

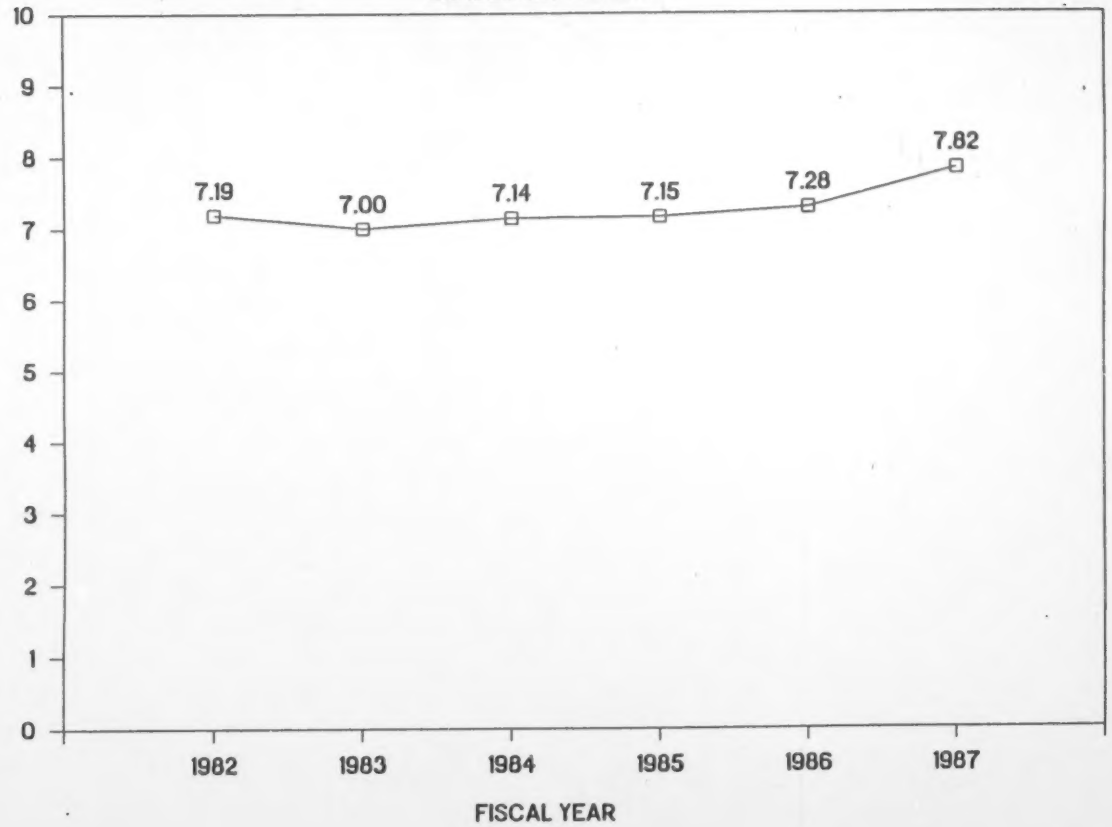
GRADES GS 9-12



Attachment 4-5

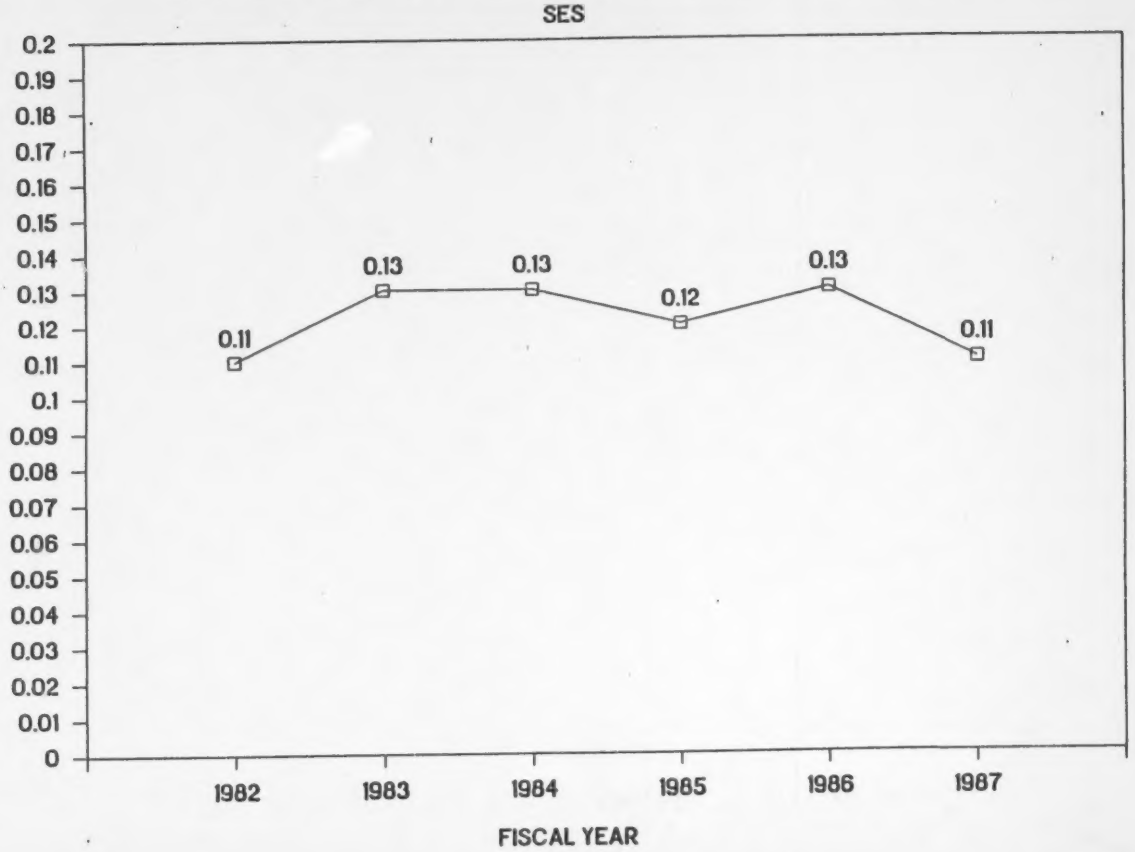
# EMPLOYMENT OF HISPANICS FY 82-87

GRADES GS/GM 13-15



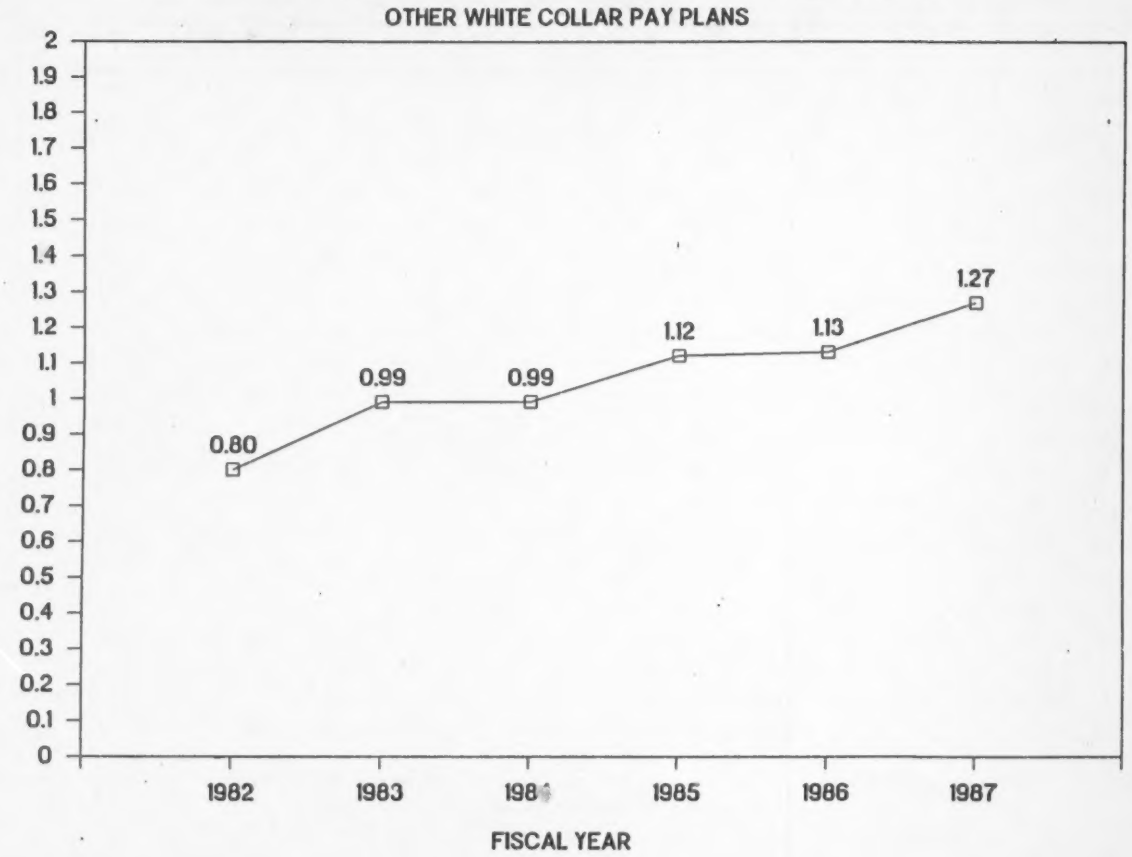
Attachment 4-6

# EMPLOYMENT OF HISPANICS FY 82-87



Attachment 4-7

# EMPLOYMENT OF HISPANICS FY 82-87



Attachment 5

1987 GOVERNMENTWIDE DISTRIBUTION BY GS AND EQUIVALENT GRADE RANGES

| GRADE RANGE | TOTAL NUMBER | MEN | | WOMEN | | WHITE | | BLACK | | HISPANIC | | ASIAN/PACIFIC ISLANDER | | AMERICAN INDIAN /ALASKAN NATIVE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | NUMBER | % | NUMBER | % | NUMBER | % | NUMBER | % | NUMBER | % | NUMBER | % | NUMBER | % |
| 1 | 273 | 78 | 28.6 | 195 | 71.4 | 184 | 67.4 | 70 | 25.6 | 10 | 3.7 | 5 | 1.8 | 4 | 1.5 |
| 2 | 4,022 | 1,063 | 26.4 | 2,959 | 73.6 | 2,317 | 57.6 | 1,385 | 34.4 | 171 | 4.3 | 84 | 2.1 | 65 | 1.6 |
| 3 | 43,472 | 10,307 | 23.7 | 33,165 | 76.3 | 25,198 | 58.0 | 13,272 | 30.5 | 2,620 | 6.0 | 1,401 | 3.2 | 981 | 2.3 |
| 4 | 138,434 | 28,612 | 20.7 | 109,822 | 79.3 | 85,790 | 62.0 | 37,846 | 27.3 | 8,367 | 6.0 | 3,639 | 2.6 | 2,792 | 2.0 |
| 5 | 185,329 | 46,880 | 25.3 | 138,449 | 74.7 | 122,647 | 66.2 | 43708 | 23.6 | 10,169 | 5.5 | 5,142 | 2.8 | 3,663 | 2.0 |
| 6 | 93,163 | 21,351 | 22.9 | 71,812 | 77.1 | 62,422 | 67.0 | 22374 | 24.0 | 4,545 | 4.9 | 2,238 | 2.4 | 1,584 | 1.7 |
| 7 | 140,585 | 55,706 | 39.6 | 84,879 | 60.4 | 101,240 | 72.0 | 26338 | 18.7 | 7,509 | 5.3 | 3,567 | 2.5 | 1,931 | 1.4 |
| 8 | 31,641 | 13,368 | 42.2 | 18,273 | 57.8 | 22,360 | 70.7 | 7,177 | 22.7 | 1,214 | 3.8 | 556 | 1.8 | 334 | 1.1 |
| 9 | 162,788 | 89,309 | 54.9 | 73,479 | 45.1 | 124,502 | 76.5 | 21,720 | 13.3 | 8,905 | 5.5 | 5,515 | 3.4 | 2,146 | 1.3 |
| 10 | 28,458 | 15,193 | 53.4 | 13,265 | 46.6 | 22,326 | 78.5 | 3,757 | 13.2 | 1,584 | 5.6 | 525 | 1.8 | 266 | 0.9 |
| 11 | 197,646 | 125,384 | 63.4 | 72,262 | 36.6 | 158,319 | 80.1 | 21,812 | 11.0 | 8,651 | 4.4 | 6,592 | 3.3 | 2,272 | 1.1 |
| 12 | 192,521 | 145,364 | 75.5 | 47,157 | 24.5 | 161,69[illegible] | 84.0 | 17,187 | 8.9 | 6,196 | 3.2 | 5,850 | 3.0 | 1,597 | 0.8 |
| 13 | 120,498 | 99,635 | 82.7 | 20,863 | 17.3 | 105,388 | 87.5 | 8,146 | 6.8 | 3,001 | 2.5 | 3,121 | 2.6 | 842 | 0.7 |
| 14 | 67,367 | 58,862 | 87.4 | 8,505 | 12.6 | 60,697 | 90.1 | 3,441 | 5.1 | 1,321 | 2.0 | 1,483 | 2.2 | 425 | 0.6 |
| 15 | 39097 | 34,988 | 89.5 | 4,109 | 10.5 | 35,139 | 89.9 | 1,449 | 3.7 | 837 | 2.1 | 1,515 | 3.9 | 157 | 0.4 |
| TOTAL GS & EQUIV. | 1,445,294 | 746,100 | 51.6 | 699,194 | 48.4 | 1,090,220 | 75.4 | 229,682 | 15.9 | 65,100 | 4.5 | 41,233 | 2.9 | 19,059 | 1.3 |
| TOTAL EXECUTIVES | 6,609 | 6,013 | 91.0 | 596 | 9.0 | 6,163 | 93.3 | 286 | 4.3 | 75 | 1.1 | 53 | 0.8 | 32 | 0.5 |
| OTHER WHITE COLLAR | 27,433 | 17,657 | 64.4 | 9,776 | 35.6 | 23,788 | 86.7 | 1,684 | 6.1 | 839 | 3.1 | 990 | 3.6 | 132 | 0.5 |
| TOTAL WHITE COLLAR | 1,479,336 | 769,770 | 52.0 | 709,566 | 48.0 | 1,120,171 | 75.7 | 231,652 | 15.7 | 66,014 | 4.5 | 42,276 | 2.9 | 19,223 | 1.3 |

Attachment 6

GOVERNMENTWIDE DISTRIBUTION ACROSS GRADE RANGES
FOR 1982, 1983, 1984, 1985, 1986 AND 1987

| GRADE RANGE | YEAR | TOTAL % | MEN % | WOMEN % | WHITE % | BLACK % | HISPANIC % | ASIAN/ PACIFIC ISLANDER % | AMERICAN INDIAN/ ALAS. NAT. % |
|---|---|---|---|---|---|---|---|---|---|
| GS 1-4 | 1982 | 16.13 | 6.80 | 27.14 | 13.75 | 26.88 | 21.97 | 14.36 | 25.98 |
| | 1983 | 15.84 | 6.88 | 26.23 | 13.50 | 26.36 | 21.66 | 14.20 | 24.00 |
| | 1984 | 15.35 | 6.86 | 25.07 | 13.04 | 25.63 | 21.16 | 13.72 | 23.07 |
| | 1985 | 14.90 | 6.68 | 24.07 | 12.47 | 25.37 | 20.22 | 13.22 | 21.97 |
| | 1986 | 13.93 | 6.29 | 22.34 | 11.52 | 24.11 | 18.95 | 12.33 | 21.14 |
| | 1987 | 12.59 | 5.20 | 20.60 | 10.13 | 22.69 | 16.92 | 12.13 | 19.99 |
| GS 5-8 | 1982 | 30.87 | 18.64 | 45.30 | 28.35 | 43.18 | 35.52 | 29.26 | 34.87 |
| | 1983 | 30.74 | 18.50 | 44.93 | 28.23 | 42.68 | 35.27 | 28.55 | 37.65 |
| | 1984 | 30.54 | 18.31 | 44.53 | 27.94 | 42.68 | 34.87 | 27.69 | 38.32 |
| | 1985 | 30.74 | 18.58 | 44.30 | 28.06 | 42.62 | 35.79 | 28.07 | 38.86 |
| | 1986 | 30.50 | 17.99 | 44.27 | 27.68 | 42.71 | 35.69 | 27.86 | 38.88 |
| | 1987 | 30.47 | 17.84 | 44.17 | 27.56 | 42.99 | 35.50 | 27.21 | 39.08 |
| GS 9-12 | 1982 | 36.67 | 47.76 | 23.59 | 39.06 | 24.15 | 34.41 | 41.26 | 31.31 |
| | 1983 | 37.10 | 47.94 | 24.54 | 39.44 | 25.04 | 34.95 | 41.64 | 30.31 |
| | 1984 | 37.56 | 47.90 | 25.73 | 39.89 | 25.70 | 35.71 | 42.68 | 30.57 |
| | 1985 | 37.69 | 47.68 | 26.57 | 40.08 | 25.98 | 35.60 | 42.67 | 31.27 |
| | 1986 | 38.58 | 48.24 | 27.93 | 40.95 | 27.04 | 36.83 | 43.55 | 31.87 |
| | 1987 | 39.30 | 48.75 | 29.05 | 41.68 | 27.83 | 38.38 | 43.72 | 32.67 |
| GS/GM 13-15 | 1982 | 14.51 | 24.23 | 3.04 | 16.74 | 5.11 | 7.19 | 13.57 | 7.11 |
| | 1983 | 14.30 | 23.79 | 3.30 | 16.50 | 5.20 | 7.00 | 13.55 | 7.22 |
| | 1984 | 14.45 | 23.96 | 3.56 | 16.74 | 5.23 | 7.14 | 13.76 | 7.27 |
| | 1985 | 14.46 | 24.02 | 3.82 | 16.85 | 5.24 | 7.15 | 13.60 | 7.15 |
| | 1986 | 14.76 | 24.37 | 4.17 | 17.25 | 5.35 | 7.28 | 13.89 | 7.34 |
| | 1987 | 15.34 | 25.14 | 4.72 | 17.96 | 5.63 | 7.82 | 14.47 | 7.41 |
| GS/GM 16-18 INCL. SES | 1982 | 0.48 | 0.84 | 0.07 | 0.58 | 0.14 | 0.11 | 0.14 | 0.27 |
| | 1983 | 0.50 | 0.88 | 0.07 | 0.60 | 0.15 | 0.13 | 0.19 | 0.22 |
| | 1984 | 0.52 | 0.91 | 0.08 | 0.63 | 0.15 | 0.13 | 0.18 | 0.18 |
| | 1985 | 0.50 | 0.88 | 0.08 | 0.61 | 0.15 | 0.12 | 0.17 | 0.16 |
| | 1986 | 0.50 | 0.87 | 0.09 | 0.61 | 0.14 | 0.13 | 0.16 | 0.17 |
| | 1987 | 0.45 | 0.78 | 0.08 | 0.55 | 0.12 | 0.11 | 0.13 | 0.18 |
| OTHER WHITE COLLAR | 1982 | 1.33 | 1.73 | 0.87 | 1.52 | 0.54 | 0.80 | 1.41 | 0.47 |
| | 1983 | 1.52 | 2.02 | 0.93 | 1.73 | 0.57 | 0.99 | 1.87 | 0.59 |
| | 1984 | 1.58 | 2.06 | 1.02 | 1.80 | 0.61 | 0.99 | 1.97 | 0.59 |
| | 1985 | 1.69 | 2.17 | 1.17 | 1.93 | 0.65 | 1.12 | 2.27 | 0.57 |
| | 1986 | 1.74 | 2.24 | 1.19 | 2.00 | 0.65 | 1.13 | 2.22 | 0.60 |
| | 1987 | 1.85 | 2.29 | 1.38 | 2.12 | 0.73 | 1.27 | 2.34 | 0.69 |
| TOTAL WHITE COLLAR | 1982 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 1983 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 1984 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 1985 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 1986 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 1987 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

BASED ON CPDF INFORMATION

Attachment 7-1

GOVERNMENT WIDE

| YEAR | TOTAL ALL NUMBER | TOTAL FEMALE NUMBER | % | WHITE FEMALE NUMBER | % | BLACK MALE NUMBER | % | BLACK FEMALE NUMBER | % | HISPANIC MALE NUMBER | % | HISPANIC FEMALE NUMBER | % | ASIAN/ PACIFIC ISLANDER MALE NUMBER | % | ASIAN/ PACIFIC ISLANDER FEMALE NUMBER | % | AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER | % | AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER | % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PROFESSIONAL | | | | | | | | | | | | | | | | | | | | | |
| 1982 | 309,421 | 72,574 | 23.5 | 57,279 | 18.5 | 9,331 | 3.0 | 9,075 | 2.9 | 5,679 | 1.8 | 2,069 | 0.7 | 7,708 | 2.5 | 3,215 | 1.0 | 1,587 | 0.5 | 936 | 0.3 |
| 1983 | 321,000 | 76,699 | 23.9 | 60,340 | 18.8 | 9,756 | 3.0 | 9,643 | 3.0 | 6,106 | 1.9 | 2,259 | 0.7 | 8,621 | 2.7 | 3,646 | 1.1 | 1,211 | 0.4 | 811 | 0.3 |
| 1984 | 326,170 | 81,058 | 24.9 | 63,268 | 19.4 | 9,921 | 3.0 | 10,328 | 3.2 | 6,431 | 2.0 | 2,517 | 0.8 | 9,299 | 2.9 | 4,066 | 1.2 | 1,264 | 0.4 | 879 | 0.3 |
| 1985 | 338,911 | 87,966 | 26.0 | 68,173 | 20.1 | 10,477 | 3.1 | 11,320 | 3.3 | 6,879 | 2.0 | 2,819 | 0.8 | 10,292 | 3.0 | 4,706 | 1.4 | 1,319 | 0.4 | 948 | 0.3 |
| 1986 | 340,762 | 91,226 | 26.8 | 70,245 | 20.6 | 10,584 | 3.1 | 11,827 | 3.5 | 7,073 | 2.1 | 3,049 | 0.9 | 10,866 | 3.2 | 5,091 | 1.5 | 1,322 | 0.4 | 1,014 | 0.3 |
| 1987 | 349,222 | 97,018 | 27.8 | 73,925 | 21.2 | 10,942 | 3.1 | 12,734 | 3.6 | 7,447 | 2.1 | 3,394 | 1.0 | 11,710 | 3.4 | 5,839 | 1.7 | 1,367 | 0.4 | 1,126 | 0.3 |
| ADMINISTRATIVE | | | | | | | | | | | | | | | | | | | | | |
| 1982 | 404,669 | 125,314 | 31.0 | 93,642 | 23.1 | 19,293 | 4.8 | 23,978 | 5.9 | 9,564 | 2.4 | 4,274 | 1.1 | 3,813 | 0.9 | 2,154 | 0.5 | 2,640 | 0.7 | 1,266 | 0.3 |
| 1983 | 398,395 | 127,702 | 32.1 | 94,816 | 23.8 | 19,500 | 4.9 | 24,689 | 6.2 | 9,798 | 2.5 | 4,540 | 1.1 | 4,065 | 1.0 | 2,360 | 0.6 | 2,510 | 0.6 | 1,297 | 0.3 |
| 1984 | 419,504 | 141,013 | 33.6 | 103,769 | 24.7 | 21,13[illegible] | 5.0 | 27,795 | 6.6 | 10,606 | 2.5 | 5,181 | 1.2 | 4,357 | 1.0 | 2,690 | 0.6 | 2,713 | 0.6 | 1,578 | 0.4 |
| 1985 | 435,307 | 151,880 | 34.9 | 111,901 | 25.7 | 22,388 | 5.1 | 29,520 | 6.8 | 11,153 | 2.6 | 5,737 | 1.3 | 4,556 | 1.0 | 2,959 | 0.7 | 2,820 | 0.6 | 1,763 | 0.4 |
| 1986 | 441,962 | 158,608 | 35.9 | 116,744 | 26.4 | 22,755 | 5.1 | 30,673 | 6.9 | 11,431 | 2.6 | 6,170 | 1.4 | 4,662 | 1.1 | 3,162 | 0.7 | 2,867 | 0.6 | 1,859 | 0.4 |
| 1987 | 453,690 | 168,018 | 37.0 | 123,381 | 27.2 | 23,261 | 5.1 | 32,425 | 7.1 | 12,021 | 2.6 | 6,753 | 1.5 | 4,849 | 1.1 | 3,447 | 0.8 | 2,916 | 0.6 | 2,012 | 0.4 |
| TECHNICAL | | | | | | | | | | | | | | | | | | | | | |
| 1982 | 303,827 | 137,824 | 45.4 | 92,555 | 30.5 | 20,009 | 6.6 | 35,269 | 11.6 | 8,202 | 2.7 | 4,419 | 1.5 | 2,992 | 1.0 | 2,363 | 0.8 | 2,539 | 0.8 | 3,218 | 1.1 |
| 1983 | 309,713 | 145,081 | 46.8 | 97,202 | 31.4 | 20,044 | 6.5 | 37,120 | 12.0 | 8,402 | 2.7 | 4,929 | 1.6 | 3,184 | 1.0 | 2,668 | 0.9 | 2,355 | 0.8 | 3,162 | 1.0 |
| 1984 | 305,470 | 145,608 | 47.7 | 96,942 | 31.7 | 19,612 | 6.4 | 37,268 | 12.2 | 8,504 | 2.8 | 5,271 | 1.7 | 3,277 | 1.1 | 2,848 | 0.9 | 2,405 | 0.8 | 3,279 | 1.1 |
| 1985 | 313,001 | 152,737 | 48.8 | 100,984 | 32.3 | 19,823 | 6.3 | 39,514 | 12.6 | 8,752 | 2.8 | 5,801 | 1.9 | 3,387 | 1.1 | 3,105 | 1.0 | 2,493 | 0.8 | 3,333 | 1.1 |
| 1986 | 310,814 | 155,129 | 49.9 | 101,672 | 32.7 | 19,531 | 6.3 | 40,559 | 13.0 | 8,713 | 2.8 | 6,244 | 2.0 | 3,396 | 1.1 | 3,222 | 1.0 | 2,400 | 0.8 | 3,432 | 1.1 |
| 1987 | 311,075 | 158,013 | 50.8 | 102,350 | 32.9 | 19,695 | 6.3 | 41,889 | 13.5 | 8,644 | 2.8 | 6,706 | 2.2 | 3,501 | 1.1 | 3,547 | 1.1 | 2,437 | 0.8 | 3,521 | 1.1 |
| CLERICAL | | | | | | | | | | | | | | | | | | | | | |
| 1982 | 359,281 | 311,084 | 86.6 | 220,269 | 61.3 | 13,227 | 3.7 | 68,505 | 19.1 | 3,868 | 1.1 | 12,874 | 3.6 | 1,393 | 0.4 | 5,480 | 1.5 | 644 | 0.2 | 3,956 | 1.1 |
| 1983 | 351,427 | 305,043 | 86.8 | 214,414 | 61.0 | 12,657 | 3.6 | 67,351 | 19.2 | 3,749 | 1.1 | 13,344 | 3.8 | 1,459 | 0.4 | 5,753 | 1.6 | 448 | 0.1 | 4,181 | 1.2 |
| 1984 | 346,062 | 299,056 | 86.4 | 207,327 | 59.9 | 12,789 | 3.7 | 67,635 | 19.5 | 3,779 | 1.1 | 13,814 | 4.0 | 1,566 | 0.5 | 5,911 | 1.7 | 513 | 0.1 | 4,369 | 1.3 |
| 1985 | 350,970 | 303,073 | 86.4 | 205,474 | 58.5 | 13,164 | 3.8 | 72,019 | 20.5 | 3,829 | 1.1 | 14,664 | 4.2 | 1,727 | 0.5 | 6,391 | 1.8 | 515 | 0.1 | 4,525 | 1.3 |
| 1986 | 338,383 | 291,643 | 86.2 | 194,657 | 57.5 | 12,832 | 3.8 | 71,413 | 21.1 | 3,754 | 1.1 | 14,614 | 4.3 | 1,665 | 0.5 | 6,399 | 1.9 | 536 | 0.2 | 4,560 | 1.3 |
| 1987 | 328,427 | 283,685 | 86.4 | 186,366 | 56.7 | 12,456 | 3.8 | 71,724 | 21.8 | 3,633 | 1.1 | 14,220 | 4.3 | 1,762 | 0.5 | 6,671 | 2.0 | 525 | 0.2 | 4,704 | 1.4 |
| OTHER | | | | | | | | | | | | | | | | | | | | | |
| 1982 | 38,505 | 2,858 | 8.1 | 1,729 | 5.2 | 6,360 | 16.0 | 822 | 2.2 | 2,562 | 6.7 | 209 | 0.5 | 533 | 1.5 | 66 | 0.2 | 447 | 1.3 | 32 | 0.1 |
| 1983 | 39,464 | 3,207 | 8.1 | 2,045 | 5.2 | 6,307 | 16.0 | 853 | 2.2 | 2,651 | 6.7 | 190 | 0.5 | 573 | 1.5 | 77 | 0.2 | 501 | 1.3 | 42 | 0.1 |
| 1984 | 37,882 | 2,879 | 7.6 | 1,804 | 4.8 | 6,127 | 16.2 | 785 | 2.1 | 2,619 | 6.9 | 169 | 0.4 | 603 | 1.6 | 87 | 0.2 | 499 | 1.3 | 34 | 0.1 |
| 1985 | 39,430 | 3,270 | 8.3 | 2,027 | 5.1 | 6,250 | 15.9 | 875 | 2.2 | 2,999 | 7.6 | 225 | 0.6 | 731 | 1.9 | 106 | 0.3 | 527 | 1.3 | 37 | 0.1 |
| 1986 | 38,291 | 2,980 | 7.8 | 1,797 | 4.7 | 6,069 | 15.8 | 826 | 2.2 | 3,061 | 8.0 | 211 | 0.6 | 774 | 2.0 | 101 | 0.3 | 567 | 1.5 | 45 | 0.1 |
| 1987 | 36,921 | 2,832 | 7.7 | 1,670 | 4.5 | 5,723 | 15.5 | 803 | 2.2 | 2,976 | 8.1 | 220 | 0.6 | 853 | 2.3 | 97 | 0.3 | 573 | 1.6 | 42 | 0.1 |
| TOTAL WHITE COLLAR | | | | | | | | | | | | | | | | | | | | | |
| 1982 | 1,415,703 | 649,654 | 45.9 | 465,474 | 32.9 | 68,220 | 4.8 | 137,649 | 9.7 | 29,875 | 2.1 | 23,845 | 1.7 | 16,439 | 1.2 | 13,278 | 0.9 | 7,857 | 0.6 | 9,408 | 0.7 |
| 1983 | 1,419,999 | 657,732 | 46.3 | 468,817 | 33.0 | 68,264 | 4.8 | 139,656 | 9.8 | 30,706 | 2.2 | 25,262 | 1.8 | 17,902 | 1.3 | 14,504 | 1.0 | 7,023 | 0.5 | 9,493 | 0.7 |
| 1984 | 1,435,088 | 669,614 | 46.7 | 473,110 | 33.0 | 69,585 | 4.8 | 143,811 | 10.0 | 31,939 | 2.2 | 26,952 | 1.9 | 19,102 | 1.3 | 15,602 | 1.1 | 7,394 | 0.5 | 10,139 | 0.7 |
| 1985 | 1,477,619 | 698,926 | 47.3 | 488,559 | 33.1 | 72,102 | 4.9 | 153,248 | 10.4 | 33,612 | 2.3 | 29,246 | 2.0 | 20,693 | 1.4 | 17,267 | 1.2 | 7,674 | 0.5 | 10,606 | 0.7 |
| 1986 | 1,470,212 | 699,586 | 47.6 | 485,115 | 33.0 | 71,771 | 4.9 | 155,298 | 10.6 | 34,032 | 2.3 | 30,288 | 2.1 | 21,363 | 1.5 | 17,975 | 1.2 | 7,692 | 0.5 | 10,910 | 0.7 |
| 1987 | 1,479,335 | 709,566 | 48.0 | 487,692 | 33.0 | 72,077 | 4.9 | 159,575 | 10.8 | 34,721 | 2.3 | 31,293 | 2.1 | 22,675 | 1.5 | 19,601 | 1.3 | 7,818 | 0.5 | 11,405 | 0.8 |

Attachment 7-2

GOVERNMENT WIDE

| YEAR | TOTAL ALL NUMBER | TOTAL FEMALE NUMBER | % | WHITE FEMALE NUMBER | % | BLACK MALE NUMBER | % | BLACK FEMALE NUMBER | % | HISPANIC MALE NUMBER | % | HISPANIC FEMALE NUMBER | % | ASIAN/ PACIFIC ISLANDER MALE NUMBER | % | ASIAN/ PACIFIC ISLANDER FEMALE NUMBER | % | AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER | % | AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER | % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TOTAL WHITE COLLAR | | | | | | | | | | | | | | | | | | | | | |
| 1982 | 1,415,703 | 649,654 | 45.9 | 465,474 | 32.9 | 68,220 | 4.8 | 137,649 | 9.7 | 29,875 | 2.1 | 23,845 | 1.7 | 16,439 | 1.2 | 13,278 | 0.9 | 7,857 | 0.6 | 9,408 | 0.7 |
| 1983 | 1,419,999 | 657,732 | 46.3 | 468,817 | 33.0 | 68,264 | 4.8 | 139,656 | 9.8 | 30,706 | 2.2 | 25,262 | 1.8 | 17,902 | 1.3 | 14,504 | 1.0 | 7,025 | 0.5 | 9,493 | 0.7 |
| 1984 | 1,435,088 | 669,614 | 46.7 | 473,110 | 33.0 | 69,585 | 4.8 | 143,811 | 10.0 | 31,939 | 2.2 | 26,952 | 1.9 | 19,102 | 1.3 | 15,602 | 1.1 | 7,394 | 0.5 | 10,139 | 0.7 |
| 1985 | 1,477,619 | 698,926 | 47.3 | 488,559 | 33.1 | 72,102 | 4.9 | 153,248 | 10.4 | 33,612 | 2.3 | 29,246 | 2.0 | 20,693 | 1.4 | 17,267 | 1.2 | 7,674 | 0.5 | 10,606 | 0.7 |
| 1986 | 1,470,212 | 699,586 | 47.6 | 485,115 | 33.0 | 71,771 | 4.9 | 155,298 | 10.6 | 34,032 | 2.3 | 30,288 | 2.1 | 21,363 | 1.5 | 17,975 | 1.2 | 7,692 | 0.5 | 10,910 | 0.7 |
| 1987 | 1,479,335 | 709,566 | 48.0 | 487,692 | 33.0 | 72,077 | 4.9 | 159,575 | 10.8 | 34,721 | 2.3 | 31,293 | 2.1 | 22,675 | 1.5 | 19,601 | 1.3 | 7,818 | 0.5 | 11,405 | 0.8 |
| TOTAL BLUE COLLAR | | | | | | | | | | | | | | | | | | | | | |
| 1982 | 381,681 | 36,212 | 9.49 | 17,484 | 4.58 | 61,727 | 16.2 | 15,826 | 4.1 | 24,498 | 6.4 | 1,450 | 0.4 | 12,758 | 3.3 | 733 | 0.2 | 4,464 | 1.2 | 719 | 0.2 |
| 1983 | 379,017 | 36,315 | 9.58 | 17,936 | 4.73 | 59,722 | 15.8 | 15,339 | 4.0 | 24,523 | 6.5 | 1,604 | 0.4 | 13,052 | 3.4 | 753 | 0.2 | 4,527 | 1.2 | 683 | 0.2 |
| 1984 | 373,723 | 35,776 | 9.57 | 17,666 | 4.73 | 58,569 | 15.7 | 14,900 | 4.0 | 24,309 | 6.5 | 1,665 | 0.4 | 13,275 | 3.6 | 807 | 0.2 | 4,694 | 1.3 | 738 | 0.2 |
| 1985 | 370,064 | 35,709 | 9.65 | 17,824 | 4.82 | 57,738 | 15.6 | 14,558 | 3.9 | 24,172 | 6.5 | 1,735 | 0.5 | 13,437 | 3.6 | 853 | 0.2 | 4,764 | 1.3 | 739 | 0.2 |
| 1986 | 357,830 | 35,011 | 9.78 | 17,492 | 4.89 | 55,333 | 15.5 | 14,183 | 4.0 | 23,729 | 6.6 | 1,734 | 0.5 | 13,171 | 3.7 | 868 | 0.2 | 4,772 | 1.3 | 734 | 0.2 |
| 1987 | 346,704 | 34,132 | 9.84 | 16,931 | 4.88 | 53,472 | 15.4 | 13,864 | 4.0 | 22,915 | 6.6 | 1,722 | 0.5 | 12,829 | 3.7 | 880 | 0.3 | 4,889 | 1.4 | 735 | 0.2 |
| TOTAL GOVERNMENT WIDE | | | | | | | | | | | | | | | | | | | | | |
| 1982 | 1,797,384 | 685,866 | 38.2 | 482,958 | 26.9 | 129,947 | 7.2 | 153,475 | 8.5 | 54,373 | 3.0 | 25,295 | 1.4 | 29,197 | 1.6 | 14,011 | 0.8 | 12,321 | 0.7 | 10,127 | 0.6 |
| 1983 | 1,799,016 | 694,047 | 38.6 | 486,753 | 27.1 | 127,986 | 7.1 | 154,995 | 8.6 | 55,229 | 3.1 | 26,866 | 1.5 | 30,954 | 1.7 | 15,257 | 0.8 | 11,552 | 0.6 | 10,176 | 0.6 |
| 1984 | 1,808,811 | 705,390 | 39.0 | 490,776 | 27.1 | 128,154 | 7.1 | 158,711 | 8.8 | 56,248 | 3.1 | 28,617 | 1.6 | 32,377 | 1.8 | 16,409 | 0.9 | 12,088 | 0.7 | 10,877 | 0.6 |
| 1985 | 1,847,683 | 734,635 | 39.8 | 506,383 | 27.4 | 129,840 | 7.0 | 167,806 | 9.1 | 57,784 | 3.1 | 30,981 | 1.7 | 34,130 | 1.8 | 18,120 | 1.0 | 12,438 | 0.7 | 11,345 | 0.6 |
| 1986 | 1,828,042 | 734,597 | 40.2 | 502,607 | 27.5 | 127,104 | 7.0 | 169,481 | 9.3 | 57,761 | 3.2 | 32,022 | 1.8 | 34,534 | 1.9 | 18,843 | 1.0 | 12,464 | 0.7 | 11,644 | 0.6 |
| 1987 | 1,826,039 | 743,698 | 40.7 | 504,623 | 27.6 | 125,549 | 6.9 | 173,439 | 9.5 | 57,636 | 3.2 | 33,015 | 1.8 | 35,504 | 1.9 | 20,481 | 1.1 | 12,707 | 0.7 | 12,140 | 0.7 |

Attachment 8-1

RANKING BY % OF HISPANICS IN TOTAL WORK FORCE

| DATA AS OF SEPTEMBER 30, 1986<br>AGENCY OR DEPARTMENT | TOTAL ALL NUMBER | TOTAL HISPANIC NUMBER | TOTAL HISPANIC % | RANK |
|---|---|---|---|---|
| PANAMA CANAL COMMISSION | 1,245 | 165 | 13.25 | 1 |
| DEFENSE NUCLEAR AGENCY* | 818 | 98 | 11.98 | 2 |
| EQUAL EMPLOYMENT OPPORTUNITY COMM | 2,945 | 306 | 10.39 | 3 |
| DEFENSE AIR FORCE | 227,840 | 20,750 | 9.11 | 4 |
| JUSTICE* | 63,022 | 4,976 | 7.90 | 5 |
| SMALL BUSINESS ADMINISTRATION | 3,825 | 295 | 7.71 | 6 |
| ARMY/AIR FORCE EXCHANGE SERVICE* | 55,271 | 4,243 | 7.68 | 7 |
| TREASURY | 122,773 | 7,535 | 6.14 | 8 |
| US POSTAL SERVICE* | 744,630 | 42,514 | 5.71 | 9 |
| HOUSING & URBAN DEVELOPMENT | 11,337 | 633 | 5.58 | 10 |
| DEFENSE SUMMARY | 926,071 | 49,745 | 5.37 | 11 |
| NATIONAL LABOR RELATIONS BOARD | 2,300 | 118 | 5.13 | 12 |
| GOVERNMENT WIDE TOTAL | 2,694,589 | 137,739 | 5.11 | |
| DEFENSE ARMY | 324,822 | 16,068 | 4.95 | 13 |
| VETERANS ADMINISTRATION* | 209,305 | 9,252 | 4.42 | 14 |
| HEALTH AND HUMAN SERVICES | 118,845 | 5,127 | 4.31 | 15 |
| LABOR | 16,648 | 710 | 4.26 | 16 |
| US INFORMATION AGENCY | 4,886 | 208 | 4.26 | 17 |
| ENERGY | 15,789 | 635 | 4.02 | 18 |
| INTERIOR | 55,141 | 2,036 | 3.69 | 19 |
| AGRICULTURE | 88,607 | 3,264 | 3.68 | 20 |
| GENERAL SERVICES ADMINISTRATION | 21,497 | 791 | 3.68 | 21 |
| DEFENSE LOGISTICS AGENCY | 50,602 | 1,821 | 3.60 | 22 |
| DEFENSE NAVY | 298,447 | 10,450 | 3.50 | 23 |
| EDUCATION | 4,182 | 146 | 3.49 | 24 |
| TRANSPORTATION | 59,445 | 2,016 | 3.39 | 25 |
| OFFICE OF PERSONNEL MANAGEMENT | 5,130 | 157 | 3.06 | 26 |
| DEFENSE CONTRACT AUDIT AGENCY | 4,942 | 149 | 3.01 | 27 |
| FEDERAL DEPOSIT INSURANCE CORP | 3,936 | 116 | 2.95 | 28 |
| DEFENSE MAPPING AGENCY | 8,793 | 253 | 2.88 | 29 |
| NATIONAL AERONAUTICS & SPACE ADMIN | 21,759 | 614 | 2.82 | 30 |
| AGENCY FOR INTER DEVELOPMENT | 3,047 | 83 | 2.72 | 31 |
| STATE | 11,766 | 314 | 2.67 | 32 |
| DEFENSE OFFICE DEPENDENT SCHOOLS* | 13,528 | 361 | 2.67 | 33 |
| FEDERAL COMMUNICATIONS COMMISSION | 1,765 | 47 | 2.66 | 34 |
| SOLDIER'S AND AIRMEN'S HOME | 779 | 20 | 2.57 | 35 |
| ENVIRONMENTAL PROTECTION AGENCY* | 12,423 | 283 | 2.28 | 36 |
| COMMERCE | 28,813 | 625 | 2.17 | 37 |
| SECURITIES AND EXCHANGE COMMISSION | 1,818 | 39 | 2.15 | 38 |
| NATIONAL CREDIT UNION ADMIN | 626 | 13 | 2.08 | 39 |
| GOVERNMENT PRINTING OFFICE | 5,081 | 101 | 1.99 | 40 |
| INTERSTATE COMMERCE COMMISSION | 722 | 14 | 1.94 | 41 |
| RAILROAD RETIREMENT BOARD | 1,377 | 26 | 1.89 | 42 |
| DEFENSE INVESTIGATIVE SERVICE | 3,314 | 62 | 1.87 | 43 |
| CONSUMER PRODUCT SAFETY COMMISSION | 501 | 9 | 1.80 | 44 |
| NATIONAL SCIENCE FOUNDATION | 1,015 | 17 | 1.67 | 45 |

Attachment 8-2

RANKING BY % OF HISPANICS IN TOTAL WORK FORCE

| DATA AS OF SEPTEMBER 30, 1986<br>AGENCY OR DEPARTMENT | TOTAL ALL NUMBER | TOTAL HISPANIC NUMBER | TOTAL HISPANIC % | RANK |
|---|---|---|---|---|
| DEFENSE INSPECTOR GENERAL | 1,029 | 15 | 1.46 | 46 |
| EXECUTIVE OFFICE PRESIDENT | 913 | 12 | 1.31 | 47 |
| SMITHSONIAN INSTITUTION | 3,354 | 44 | 1.31 | 48 |
| FEDERAL RESERVE BOARD* | 1,471 | 19 | 1.29 | 49 |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 1,985 | 25 | 1.26 | 50 |
| FEDERAL TRADE COMMISSION | 1,062 | 13 | 1.22 | 51 |
| DEFENSE OFFICE OF SECRETARY | 1,153 | 14 | 1.21 | 52 |
| NATIONAL ARCHIVES & RECORDS ADMIN | 2,007 | 24 | 1.20 | 53 |
| NATIONAL GALLERY OF ART | 681 | 8 | 1.17 | 54 |
| NUCLEAR REGULATORY COMMISSION | 3,326 | 37 | 1.11 | 55 |
| DEFENSE COMMUNICATIONS AGENCY | 1,764 | 17 | 0.96 | 56 |
| FEDERAL HOME LOAN BANK BOARD | 669 | 4 | 0.60 | 57 |
| TENNESSEE VALLEY AUTHORITY* | 30,919 | 94 | 0.30 | 58 |

FOOTNOTES:
* DATA OBTAINED FROM FY 1986 ACCOMPLISHMENT REPORTS
CENTRAL INTELLIGENCE AGENCY exempt for national security
DEFENSE INTELLIGENCE AGENCY exempt for national security
DEFENSE NATIONAL GUARD BUREAU data not in CPDF or FY 1986 reports
DEFENSE NATIONAL SECURITY AGENCY exempt for national security

Attachment 9-1

RANKING BY % OF HISPANICS IN TOTAL WORK FORCE
AGENCIES WITH 500 OR MORE EMPLOYEES

| DATA AS OF SEPTEMBER 30, 1987<br>AGENCY OR DEPARTMENT | TOTAL ALL NUMBER | TOTAL HISPANIC NUMBER | TOTAL HISPANIC % | RANK |
|---|---|---|---|---|
| PANAMA CANAL COMMISSION | 1,166 | 165 | 14.15 | 1 |
| DEFENSE NUCLEAR AGENCY | 665 | 93 | 13.98 | 2 |
| EQUAL EMPLOYMENT OPPORTUNITY COMM | 2,781 | 294 | 10.57 | 3 |
| ARMY/AIR FORCE EXCHANGE SERVICE* | 58,792 | 5,604 | 9.53 | 4 |
| DEFENSE AIR FORCE | 225,805 | 20,779 | 9.20 | 5 |
| SMALL BUSINESS ADMINISTRATION | 3,733 | 298 | 7.98 | 6 |
| JUSTICE* | 66,007 | 5,269 | 7.98 | 7 |
| TREASURY | 124,677 | 7,492 | 6.01 | 8 |
| US POSTAL SERVICE* | 764,933 | 44,395 | 5.80 | 9 |
| HOUSING & URBAN DEVELOPMENT | 12,199 | 671 | 5.50 | 10 |
| DEFENSE SUMMARY | 922,299 | 49,586 | 5.38 | 11 |
| GOVERNMENTWIDE | 2,719,359 | 141,914 | 5.22 | |
| DEFENSE ARMY | 325,855 | 16,198 | 4.97 | 12 |
| NATIONAL LABOR RELATIONS BOARD | 2,138 | 106 | 4.96 | 13 |
| VETERANS ADMINISTRATION* | 208,572 | 9,526 | 4.57 | 14 |
| ENVIRONMENTAL PROTECTION AGENCY* | 17,028 | 743 | 4.36 | 15 |
| HEALTH AND HUMAN SERVICES | 113,451 | 4,924 | 4.34 | 16 |
| LABOR | 16,549 | 716 | 4.33 | 17 |
| US INFORMATION AGENCY | 4,634 | 200 | 4.32 | 18 |
| ENERGY | 15,836 | 665 | 4.20 | 19 |
| GENERAL SERVICES ADMINISTRATION | 19,869 | 767 | 3.86 | 20 |
| DEFENSE LOGISTICS AGENCY | 45,716 | 1,746 | 3.82 | 21 |
| INTERIOR | 54,681 | 2,063 | 3.77 | 22 |
| AGRICULTURE | 88,411 | 3,272 | 3.70 | 23 |
| TRANSPORTATION | 60,304 | 2,083 | 3.45 | 24 |
| DEFENSE NAVY | 299,072 | 10,163 | 3.40 | 25 |
| EDUCATION | 4,269 | 144 | 3.37 | 26 |
| OFFICE OF PERSONNEL MANAGEMENT | 5,260 | 153 | 2.91 | 27 |
| DEFENSE MAPPING AGENCY | 8,346 | 239 | 2.86 | 28 |
| FEDERAL DEPOSIT INSURANCE CORP | 4,515 | 129 | 2.86 | 29 |
| NATIONAL AERONAUTICS & SPACE ADMIN | 22,425 | 638 | 2.85 | 30 |
| AGENCY FOR INTER DEVELOPMENT | 3,135 | 89 | 2.84 | 31 |
| STATE | 11,117 | 313 | 2.82 | 32 |
| NATIONAL CREDIT UNION ADMIN | 749 | 21 | 2.80 | 33 |
| DEFENSE CONTRACT AUDIT AGENCY | 5,542 | 144 | 2.60 | 34 |
| DEFENSE USUHS | 635 | 16 | 2.52 | 35 |
| SECURITIES AND EXCHANGE COMMISSION | 1,884 | 46 | 2.44 | 36 |
| SOLDIER'S AND AIRMEN'S HOME | 819 | 19 | 2.32 | 37 |
| FEDERAL COMMUNICATIONS COMMISSION | 1,775 | 40 | 2.25 | 38 |
| COMMERCE | 28,749 | 641 | 2.23 | 39 |
| DEFENSE INVESTIGATIVE SERVICE | 3,966 | 88 | 2.22 | 40 |

Attachment 9-2

RANKING BY % OF HISPANICS IN TOTAL WORK FORCE
AGENCIES WITH 500 OR MORE EMPLOYEES

| DATA AS OF SEPTEMBER 30, 1987<br>AGENCY OR DEPARTMENT | TOTAL ALL NUMBER | TOTAL HISPANIC NUMBER | TOTAL HISPANIC % | RANK |
|---|---|---|---|---|
| RAILROAD RETIREMENT BOARD | 1,585 | 35 | 2.21 | 41 |
| GOVERNMENT PRINTING OFFICE | 4,823 | 101 | 2.09 | 42 |
| INTERSTATE COMMERCE COMMISSION | 705 | 12 | 1.70 | 43 |
| NATIONAL SCIENCE FOUNDATION | 1,030 | 16 | 1.55 | 44 |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 1,982 | 27 | 1.36 | 45 |
| NATIONAL ARCHIVES & RECORDS ADMIN | 1,981 | 26 | 1.31 | 46 |
| NUCLEAR REGULATORY COMMISSION | 3,235 | 42 | 1.30 | 47 |
| SMITHSONIAN INSTITUTION | 3,344 | 42 | 1.26 | 48 |
| DEFENSE INSPECTOR GENERAL | 1,166 | 14 | 1.20 | 49 |
| DEFENSE OFFICE OF SECRETARY | 1,064 | 12 | 1.13 | 50 |
| DEFENSE COMMUNICATIONS AGENCY | 2,006 | 21 | 1.05 | 51 |
| FEDERAL HOME LOAN BANK BOARD | 863 | 9 | 1.04 | 52 |
| FEDERAL TRADE COMMISSION | 904 | 9 | 1.00 | 53 |
| NATIONAL GALLERY OF ART | 600 | 5 | 0.83 | 54 |
| FARM CREDIT ADMINSTRATION | 527 | 3 | 0.57 | 55 |
| TENNESSEE VALLEY AUTHORITY* | 33,125 | 109 | 0.33 | 56 |

FOOTNOTES:

* DATA OBTAINED FROM FY 1987 ACCOMPLISHMENT REPORT

| | |
|---|---|
| CENTRAL INTELLIGENCE AGENCY | exempt for national security |
| DEFENSE INTELLIGENCE AGENCY | exempt for national security |
| DEFENSE NATIONAL GUARD BUREAU | data not in CPDF or FY 1987 reports |
| DEFENSE NATIONAL SECURITY AGENCY | exempt for national security |
| DEFENSE OFFICE DEPENDENT SCHOOLS | FY 1987 report not submitted |
| EXECUTIVE OFFICE PRESIDENT | data not in CPDF or FY 1987 reports |
| FEDERAL RESERVE BOARD | FY 1987 report not submitted |

Attachment 10-1

## Federal Sector Complaints Based on National Origin (Hispanic)

The Complaint processing data is collected from federal agencies with 100 or more employees reported on EEOC Form 462. The data includes all complaints filed in the federal sector alleging discrimination based on national origin (Hispanic).

Beginning with fiscal year 1982 and ending with fiscal 1987, a total of 5,452 Hispanic national origin complaints were filed. This represents 5.5% of all discrimination complaints filed in the federal sector.

The highest percentage of complaints filed that 5.5% were based on national origin (Hispanic) were reported for fiscal year 1983. Fiscal year 1982 saw the fewest number of national origin (Hispanic) complaints during the six years studies (755).

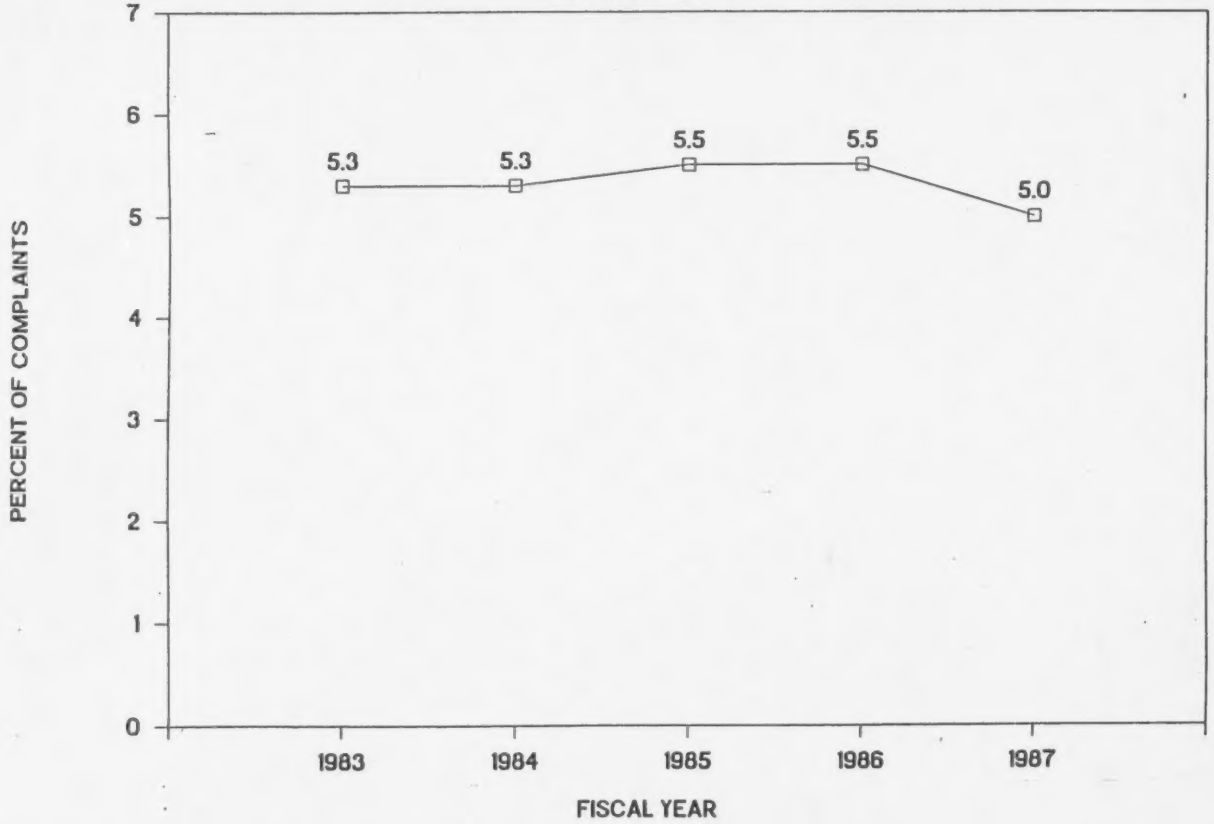
The lowest percentage of complaints that were based on national origin (Hispanic) were reported during fiscal year 1987 (5.0%). The largest number of national origin (Hispanic) complaints were filed during fiscal year 1985 (1,067).

The six year trend of national origin (Hispanic) complaints of discrimination as a percentage of the total number of discrimination complaints, is reflected in the attached line graph.

Attachment 10-2

# EEO COMPLAINTS FILED BY HISPANICS

FY 1983 - 1987



Mrs. SCHROEDER. Thank you.

I would like to know what the EEOC planned to accomplish in the now-cancelled hearings you were to have on women and minorities in the corporate sector?

Mr. THOMAS. The effort was to really look at the—there has been a lot of talk about not—minorities not being available for promotion, not being in existence for the upper-level jobs in the private sector, similar to the arguments you get in the Federal Government.

In addition, it is my sense from what I read and from individuals with whom I have spoken informally and from my own experience in the private sector that there were glass ceilings, and that there were careers that were leading basically to no place. What we wanted to find out was not only what was actually happening out there from individuals testifying and giving their anecdotal cases. We also wanted to find out specifically how we could address that and how it could be addressed in new affirmative action programs for the private sector.

We are not talking about individuals necessarily becoming the EO. We are talking about regular, private employee areas. The effort was going to be a comprehensive effort to lay out the problem and a comprehensive effort to propose specific solutions and to use as a basis for those solutions companies that actually work, companies that have actually moved minorities and women up through the ranks.

Mrs. SCHROEDER. That is too bad they canceled, because those are probably very important things to look at.

Mr. THOMAS. We have done most of the work required for preparation of the hearings. We intend to pull that together. Congressman Garcia referred to the next administration; regardless of who that is, we intend to leave the information we gathered.

So, when the agency has the necessary resources, which we lack at this time, we can perhaps move forward with those hearings. I think it would be very important.

Mrs. SCHROEDER. I suppose. You know, we are still a little behind the eight ball there. You gave a lot of statistics in your testimony that were all very interesting, but you didn't say whether you were satisfied with the progress of Hispanic employment during your tenure at the EEOC.

Mr. THOMAS. Absolutely not. I am not satisfied with any of it. I don't think you can be satisfied and get up and go to work every day. I think there is a lot that can be done. I think we tend to look at these numbers and say we have achieved or not achieved.

There is more to it than that. My effort has been to establish in our own agency a program that is ongoing. It is not just numbers. It is not just something that is once a year or a program that is here today and gone tomorrow.

We have put in place co-op programs, for example, in the southwest, or where you have large Hispanic populations or black populations. What we have been able to do is bring students into the agency while they are in school and to get them familiar with the federal government, to basically give them credit for the work that they do at the agency.

We had an extensive program last year. Out of that, we get something and the student gets something. We get the opportunity to see that student, to see whether the student is going to be somebody who is good for us. The student gets an opportunity to enhance his or her career before getting to the agency.

During the summers, we made a special effort to go out to—and you can use that as affirmative action. Those are not permanent hires. You bring the students in. You get to see them and they get to see the agency. Out of that pool, we have also hired individuals.

Mrs. SCHROEDER. You are talking about your specific agency. I guess what I am saying is from what I hear of your statistics, during your tenure, Hispanics have not done very well in the Federal Government.

Why do you think that is? Why do you think Hispanics have not done better? What have you proposed to do with it during your tenure? What do you think worked, and what didn't work?

Mr. THOMAS. I have to call on two separate experiences. One, my own, from running an agency and how I got it to work for us. The other is the enforcement responsibilities that we do have.

You have heard a lot of statements about what will work. I don't think anybody knows exactly what will work. I can tell you that the statements that there are not qualified individuals out there are ludicrous. I don't believe it for minorities, I don't believe it for women. I don't believe it is true in the area of handicap.

We have proposed to address the problems in our new Management Directive 714, which goes to the heart of some of the problems. One, is to require things like recruitment. I found within the federal government that people considered their job done simply by posting a vacancy announcement in the hall. You can't find individuals that way. You can't change the complexion of your work force simply by posting it so people only in the work force see it.

You have to go out. There are ways to pre-select people in the government that can preclude people from the outside from ever getting in, and people in lower grades from ever moving up. There is little effort in taking people in the lower grades and providing them with training to enable them to move up to the executive grades.

There is a lot of concern about individuals in the SES and GS–13 and –14 levels. What happens to the people at GS–6 and –7? You can give them training so they can enhance their own careers. You get momentum there. Our effort with Management Directive 714 was to recognize all these things, to require specific programmatic changes of the agencies, and then to monitor that in a way that is qualified.

Mrs. SCHROEDER. I hear all that, but somehow it doesn't seem to be working. I remember a few years ago, we talked here about how the Justice Department refused to comply with EEOC affirmative action requirements. And not only that, actively encouraged other Federal agencies to do the same thing.

I remember Congressman Garcia and I were incensed about that. They were thumbing their nose at your agency. Is that still going on? Has Brad Reynolds retracted that? Is that part of the reason why we have not made any progress?

Mr. THOMAS. I don't think many people have retracted a lot of things they have said or done over the past few years.

Mrs. SCHROEDER. That might be part of it, when the Civil Rights Division of the Justice Department says we are going to trample all over this, we are not going to pay any attention to it.

Mr. THOMAS. As I indicated in testimony then, I made it clear at that time that I did not subscribe to what he was doing. I disagreed with it. I made that very clear. And I think I took that and made it clear to then-Attorney General William French Smith what my position was on that.

There are approximately four agencies which have not included goals and timetables in their plans.

Mrs. SCHROEDER. Could you tell us who they are?

Mr. THOMAS. Of course, the Justice Department; I think the Department of Education. I believe the Federal Trade Commission and the Federal Communications Commission. This is Doug Beilan who heads up the Federal Sector Programs. Those are the four agnecies. It is not something that has taken off within the Federal community. All of the other agencies have complied.

Mrs. SCHROEDER. I felt sorry for you, because I remember we had [illegible] hearings about what your role could be with that kind of support. I hear you say you have done everything you can in your agency. That is great. But our whole idea was your agency could also be proactive in setting these examples and getting other agencies to go along.

Mr. THOMAS. We have done that. Because you have four out of 100 agencies who don't go along with a certain part of it—you know, if I had that kind of success in other areas, I would consider it well done.

It is more than the Justice Department. We can get rid of the Justice Department, get rid of their complaints, and you have still got a problem. My own opinion is in trying to deal with and make changes in the employment compositon of the executive branch, is that the number one impediment we have is the Civil Service Reform Act, that you have to find your way, work your way against that and through that in order to get non-Federal employees into the Federal Government.

We have been successful because I have personally put it at the top of my agenda. What we have tried to do is to recognize that and find ways through it to get individuals who are not in the Federal Government through the Civil Service Reform Act.

We have attempted to find ways to make management accountable for not having hired minorities or women or engaged in the minority program.

Mrs. SCHROEDER. Let me yield to the distinguished gentleman from New York, the author of the Garcia amendment to the Civil Service Reform Act.

Mr. GARCIA. Thank you.

I, too, want to join with my chairperson, Mr. Thomas and thank you for coming. There are a couple of questions I would like to ask. I guess the first question is, Hispanics have not gained very much in a few years. What is your own personal feeling about this? What do you attribute this to?

Mr. THOMAS. I gave you some of the things. I personally think we need to look at the overall system. I think it works against people on the outside trying to come in. It is not a good-old-boy network. That is too simplistic. It is a complicated process trying to hire people. It is a complicated process for promoting. There are a lot of games that can be played.

The person who knows the rules knows how to get people through. It is as simple as that. If you take the interest, for whatever reasons, whether or not you are required to do so by your performance agreement or whether you happen to have a personal interest, you can find a way to get people in, good people.

But it is a difficult, time-consuming process. What we have attempted to do, so that we can have the kind of control over our hiring and promotion that I think is necessary or that will result in affirmative action, is to have used things like the co-op program, where you can essentially directly hire people and not go through this long process.

Mr. GARCIA. I agree with what you say. I think it is hard to find the people. If I remember correctly, one of the things that came out of that Civil Service Reform Act—and we have some people who will be testifying after you from various Hispanic organizations—but I believe some monies were granted to Image and a few of the other organizations to go out and actively try to recruit Hispanic semi-professionals, professional Hispanics, and there was a major effort underway.

The saddest part of it all, by the time we got started, it was 1979. By the time—you know how these things work—we finally got the money, it was 1980. In 1981, Ronald Reagan came, and all of that was cut right out. I say that because we had high hopes for Civil Service reform. When we put it together, we used your agency, then under the leadership of Eleanor Holmes Norton, because we figured the EEO guidelines were the best ways to proceed.

We went forward with that agency. I remember when you first came on board, you and I had a chance to chat. You were kind enough to call me. You came over to my office, we spent some time together. I said, I am hopeful you would be successful. But frankly, you have not been successful.

The system did not permit you to be successful. I think your agency, when you talk about your specific agency, if EEOC is not loaded down with, quote, minorities, being the Equal Employment Opportunity Commission, what agency is going to be?

I don't want to take anything away from you, and I mean that. I think we get a lot more done working together than working at ends. But it just has been a very difficult period for all of us. Part of the problem we had is we never knew what agencies to go after.

And part of the language of the Civil Service Reform Act, if I remember correctly, was each Federal agency should report to Congress through EEOC the number of minorities and at what grade level they were supposed to be. We have never gotten a report. Have you ever gotten a report?

Mr. THOMAS. We have those reports. We have published them every year since 1982.

Mr. GARCIA. May I see a copy of that?

I must be frank with you. I have never seen it. Were they distributed to the offices in Congress?

Mr. THOMAS. They were sent specifically to the Hill and to the President.

Mr. GARCIA. I stand corrected. What does that show? Is that a very positive report?

Mr. THOMAS. It is only positive for a few agencies, and that is the point. I made it clear that the agency, the one group that is below the level where you would expect them to be, is Hispanic-Americans.

Mr. GARCIA. While I sit here, my name happens to be Garcia Rodriquez Gonzalez, and I am a Member of Congress, I want to make it clear that I am not speaking for Hispanics. I am speaking for minorities, blacks, as well as women. One of us cannot gain at the expense of the other. We are all in this together.

Let me ask one other question, if I may. Are you satisfied with the programs in the various agencies? Have you expressed anything in writing to these agencies over the years?

Mr. THOMAS. As we discussed in one hearing, the problem is that is under OPM's jurisdiction. We have expressed, I think early on, and I would have to go back to double check, concern about those programs not really being up and running the way they should be.

I am impressed with the results, not platitudes about whether or not the problems will be there. We don't have the results, but the answer is, I am not impressed. I do not have results overall in the Federal Government.

What we have attempted to do was to put in place a program by carrying out our responsibility in the Federal Government. But using as a part of it my own experience in trying to make sure that minorities and women not only are in agencies, but also are able to move up through the ranks.

Mr. GARCIA. I remember when Don Devine was the OPM Director. He said nobody had to pay attention to the Civil Service Reform Act, especially as it pertains to FEORP I remember the chairwoman of this subcommittee becoming incensed. I think at that point we had a hearing, and we asked Mr. Devine to come in. He was not forthcoming with any information or any feelings on his part that what we were proposing had any merit or that the law should be obeyed. He went just in the opposite direction.

Mr. Thomas, I would like to say to you that we know where we were, we know where we are, and I am hopeful that where we are going is going to be a lot more positive to get qualified minorities into key positions in this Federal Government, positions that are going to make a difference. As I said before, I certainly don't want a person operating under me who doesn't have the credentials.

We are not talking about quotas. We are talking about people who go through the civil service process, take the exam, pass the exam and then are given an opportunity in agencies where the fact—where there are very few minorities given an opportunity to be placed somewhere in the category where they will be picked for those positions.

So, I would like to thank you for being here today. I just don't know how much we have really learned, except that we have got a lot of work to do.

Mr. THOMAS. If I may respond to that, I certainly share your feelings about where we are and your visions about where we need to go. My job has been to figure out ways to get there. And that certainly has not been easy, nor are all the results positive.

Unfortunately, I think there is oftentimes too much—and it simply isn't characteristic of this hearing—there is too much antagonism for these discussions to be productive. I think there are some things that we have done that could certainly be used as a building block to resolving the problem without having to go back to square one.

I do not think that that is productive.

Mrs. SCHROEDER. Thank you very much. We appreciate your being here.

The next witness we have this morning is Curtis Smith, the Associate Director for Career Entry at the U.S. Office of Personnel Management.

Mr. Smith, we welcome you.

## STATEMENT OF CURTIS SMITH, ASSOCIATE DIRECTOR FOR CAREER ENTRY, U.S. OFFICE OF PERSONNEL MANAGEMENT

Mr. SMITH. Last year, the Labor Department issued a report, "Workforce 2000," that painted a picture of the labor market in which the Nation's employers will have to compete in another decade. Jobs will demand higher and higher skills, just as growth in the work force is slowing, and as new entrants to the work force come more and more from groups we as a society have been less successful in preparing for higher skilled work and integrating into the work force.

In the Federal Government, we anticipate that these problems will be even more severe. We already have a mix of occupations that requires a more educated work force than society as a whole, and we expect this trend to accelerate, as lower skilled jobs are eliminated and as we move to use new technologies and deliver services to the public more efficiently.

We in the Federal Government are acutely aware that we are simply not going to be able to staff our jobs in the future if we continue to rely on the staffing methods we have used in the past, where the Federal hiring process seemed to be a series of hurdles that resulted in only the most determined being hired.

We are going to have to seek out workers, and seek them out in the groups that more and more constitute the major portion of potential new workers: Women, blacks, Hispanics and other minorities.

This need for a new approach to hiring is particularly true in the case of Hispanics. While we have made progress in increasing the number of Hispanic Federal employees—they now constitute 5.1 percent of our work force—we would like to hire even more Hispanics.

Accordingly, we at the Office of Personnel Management are committed to developing new recruiting tools that will help agencies increase the representation of Hispanics in the work force, both because justice and equity require us to do so and because the realities of the future labor market absolutely force us to do so.

We also believe it is imperative that Federal agencies, educational institutions, and Hispanic organizations continue to work together to encourage Hispanic students to stay in school and pursue studies in scientific and technical fields.

At OPM, we have been working at improving our recruiting materials for the use of Federal agencies when they visit college campuses, and we are now developing an automated recruiting information system, a data base that will include a listing of colleges and universities with high Hispanic enrollment, and of community contacts, such as Spanish language radio and television stations and Hispanic community organizations. All of this will give Federal agencies ready access to likely sources of Hispanic employees.

We have been actively participating in sponsoring job fairs targeted at shortage occupations and underrepresented groups. For instance, we and other Federal agencies, together with a Hispanic community organization, have been conducting annual job fairs in Albuquerque, and have had increasing success in finding good candidates through this source.

Our cooperative education program has been an effective way to recruit minorities, and we have just issued new regulations and guidance to make this program more flexible. We are increasing our outreach efforts for the Presidential Management Intern Program by using a recruiting advisory committee that includes Hispanic members.

Central to all of these efforts has been the cooperation of Hispanic organizations with which we have been building continuing relationships, and which we have found to be an absolutely essential source of ideas and information.

While the results are not in yet, we believe that we are working in the right direction, and that these efforts will be successful in attracting more and more Hispanics into the Federal work force.

Thank you. I would be pleased to answer any questions the subcommittee may have.

Mrs. SCHROEDER. Thank you very much.

We have heard a lot of complaints that the Hispanic employment program managers have been downgraded or have been required to assume additional nonrecruitment responsibilities.

The consensus is that Hispanic recruitment at many agencies is at a standstill. The statistics show this is one minority group not represented as well in the Federal work force as it is in the civilian. It appears that might be true. What do you have to say about this?

Mr. SMITH. We reorganized a couple of years ago at OPM. The reason I am here with this responsibility as the head of Career Entry is it seemed to us important to make recruiting minority groups absolutely essential to all of our recruiting works and not something that stood off by the side and was not a piece of our own main business.

We have begun to do that. We are working, I think, more effectively.

Mrs. SCHROEDER. You heard the EEOC testimony. Part of what I heard them saying is that you need outreach that is targeted to specific groups or equal opportunity recruitment didn't work.

What I hear you saying is, we don't need these special things.

Mr. SMITH. I believe that issue has two aspects. I think I agree with Mr. Thomas about the hiring procedures. We have worked hard to simplify those procedures and give managers control. That is what he was referring to. When you make it difficult for people to enter the Federal service, you give an advantage to those who are familiar with our procedures and what our jobs are.

The other side of the issue is recruiting. I think we need to find the kinds of people we want to hire across the groups that make up our Nation. I think we owe them a hiring system that is fair and that people can understand and work through. I believe those two things go together.

Mrs. SCHROEDER. How do you do that if you are downgrading the Hispanic employment program?

Mr. SMITH. We are not down-grading the Hispanic employment program.

Mrs. SCHROEDER. What we have heard is wrong?

Mr. SMITH. I believe so. The whole business of reaching out to people and bringing them into the Federal Government had pretty much atrophied over the years. I think, in 1986, we had one person on recruiting. We had affirmative employment programs off aside from the main business of the agency.

We now have about 30 people working on recruiting, all of them also engaged in figuring out the tools we can give agencies to improve Hispanic recruiting. We continue to have a Hispanic representative on our staff, a high-level person who works with that community for us, who is responsible for those sorts of things.

I really don't believe there is a downgrading there. I think we have more correctly focused where our efforts are going.

Mrs. SCHROEDER. Are you satisfied with OPM's recruitment efforts?

Mr. SMITH. No. I am satisfied with the directions we are taking now. I am not satisfied with the results.

Mrs. SCHROEDER. Do you think that maybe what you are doing isn't enough or isn't the right thing if the results aren't coming out? How do you measure those two things? You don't like the results, but you like what you are doing.

Mr. SMITH. We started a year, a year and a half ago to begin to address this problem. We have seen the tools begin to go into place, but it will take a while for people to begin to use those tools before we see whether or not they are the effective tools we want.

The data base I mentioned, new recruiting materials due out later this month, these things are just now coming to fruition. I believe it is too soon to judge the results. From what we know, they appear by all measures to be the right sorts of approaches to take.

Mrs. SCHROEDER. Congressman Garcia?

Mr. GARCIA. The legislation was passed in 1978. We are just putting the program together in 1986?

Mr. SMITH. No. If you are referring to the FEOP, it has continued all along. I think what I am trying to say is that as far as aggressively reaching out to people, our capacity at OPM really kind of went away as the agency shrank and withdrew.

We are trying to put that back into place and to act on what we see and feel.

Mr. GARCIA. How long have you been at the agency?

Mr. SMITH. I have been there, except for 1 year, since 1977.

Mr. GARCIA. You are familiar with the Civil Service Reform Act of 1978, the work that went into it?

Mr. SMITH. Yes, sir.

Mr. GARCIA. You are very familiar with what is in that legislation, for the most part?

Mr. SMITH. Yes.

Mr. GARCIA. So that now, in 1986, you are finally trying to address and correct what we had hoped would start taking place in 1979? I guess we are about 7 years behind time, or 8 years behind time. Were you there when Don Devine made it very clear that agencies, Federal agencies did not have to come in with figures and statistics as it relates to minorities and agencies?

Mr. SMITH. No, sir, I don't remember that, but it is because I was working in other program areas at that time.

Mr. GARCIA. So you are new to this program.

Mr. SMITH. Yes, sir, about two years.

Mr. GARCIA. What kind of cooperation are you getting from the federal agencies?

Mr. SMITH. We are getting a very enthusiastic response. I think the Workforce 2000 Program at the Department of Labor has awakened people to how critical it is that we address these issues and make ourselves effective at recruiting from the groups that make up our workers. The agencies have been most cooperative about holding job fairs in Albuquerque and Dallas. The reaction has been good.

Mr. GARCIA. You are talking about the amendment we passed in 1978 for recruitment. So why are we going downward when in reality, based upon what you say, that is the dream we all had back in 1978 that we move forward?

Mr. SMITH. I suppose I don't know how to answer that except to say that, late or not, it is very important to do it and continue in the direction we are taking.

Mr. GARCIA. I guess so. It has been frustrating, but I am very happy to hear what you are saying, because at least you are describing to us a sensitivity at OPM that really was not present.

You probably know that we are going to have some people after you, Mr. Smith, who come from some of these Hispanic agencies. They monitor this a heck of a lot closer than we do.

So you know what you are saying here now—I don't know, I have not read their statements—but it may be contradicted by what they are going to say. I hope, if your schedule permits, you would be kind enough to stay to listen to some of these remarks, because I think it would be helpful, seeing that you are now responsible for this recruiting. That is what we were doing in 1978, trying to get people to the college campuses to recruit people.

By the time you get to the Hispanic communities, the Civil Service test has already been given. It is only by going actively out to these communities that you will get people to come forward to take the exam.

Are you getting any cooperation with the White House or are you at the level where conversation takes place between OPM and the White House?

Mr. SMITH. I am not at the level to say if there has been cooperation. There is certainly no interference or skepticism.

Mr. GARCIA. But you are doing it on your own. OPM decided to take the bull by the horns and go forward, so the White House, I think it is fair to say, has not played a role.

Mr. SMITH. I really could not answer that.

Mr. GARCIA. I don't want to put words in your mouth, either.

I asked you the question about why you waited so late in the President's second term to focus on recruitment. So, Mr. Smith, I will just join with the gentlewoman of this committee and say that I hope you will keep this committee and our staffs posted and be in touch with the Congressional Hispanic Caucus to give us an updated report, on a month-to-month basis if possible, with the Black Caucus, with the Congressional Women's Caucus. I think it would be helpful for us so we have some idea about what you are doing and what the agency is doing. Maybe we can be of some help. Maybe there are some places we can direct you and guide you.

There are many Hispanic organizations which I am sure would be only too happy to know what you are doing and help you, bring you into some of these schools in various parts of the country. I think you should see about getting a better network for yourself. We are prepared to help you in whatever way we can.

Mr. SMITH. I appreciate that.

Mrs. SCHROEDER. I think we would also like to know how effectively you are plugged into the loop of recruitment for the other agencies, if you are generating enthusiasm but they are not picking it up. We are hearing they are not paying that much attention. We have been very concerned about the Justice Department and others saying, "We don't have to do this kind of stuff" to other agencies.

So you can say you are doing it but unless it is really translating into results—we want the results at the end.

Thank you very much for being here. We will look forward to further information.

Mr. SMITH. Thank you.

Mrs. SCHROEDER. We are now going to have a panel of three very distinguished people who have been monitoring this for so long they could write books on it, I am sure.

First, Mr. Juan Ramirez, Director of Legislative Affairs for the Association of Hispanic Federal Executives; Mr. Baltazar Baca, General Counsel for National Image, Inc., also representing the Hispanic National Bar Association; and Mr. Mario Moreno, Associate Counsel for the Mexican-American Legal Defense and Education Fund.

Let's move to Mr. Ramirez. The floor is yours. Welcome.

## STATEMENT OF JUAN RAMIREZ, DIRECTOR OF LEGISLATIVE AFFAIRS, ASSOCIATION OF HISPANIC FEDERAL EXECUTIVES

Mr. RAMIREZ. Good morning, Madam Chairwoman and Mr. Garcia.

I am director of legislative affairs for the Association of Hispanic Federal Executives. The association appreciates this invitation to present testimony before you on what we believe is a most important subject. We feel it is especially noteworthy that you, Mrs.

Schroeder, would champion this effort, since your reputation has always been one of fairness and concern for the federal employee.

I appear before you today on behalf of the Association of Hispanic Federal Executives, a voluntary tax-exempt, non-partisan, non-profit professional association. The association was formed in July 1980 when a special program for executives of Hispanic ancestry was sponsored by the U.S. Office of Personnel Management at the Federal Executive Institute in Charlottesville, VA. Fifty-seven Hispanic senior Government officials, grades GS–15 or higher were brought together to participate in a first-of-its-kind seminar at the FEI.

Inspired and motivated by the experience, the participants, then and there, decided to create an organization that would focus on promoting similar opportunities for other Hispanic colleagues in public service. They named it the Association of Hispanic Federal Executive or AHFE.

AHFE's primary purpose is to enhance the opportunities for Hispanic to serve in high level positions in public service. In keeping with this purpose AHFE's policies include the development of programs and activities which will, one, dispel the myth that there are not enough qualified Hispanic applicants for high level professional positions, two, assist in the identification of potential candidates for advancement within government, three, provide opportunities for sharing managerial knowledge, expertise, and experiences, and four, encourage and assist in the professional development of its members. Since our early beginning we have exparded our membership coverage to include public service employees who espouse the Association's goals and are employed at the grade GS/GM–13 and above or equivalent.

Utilizing our own resources we have developed and presented professional seminars in management development for Hispanics on the way up. At our luncheon seminars we have presented speakers from the administration, the Congress and Hispanic interest groups to focus on issues of interest to our membership and to share ideas and experiences. This outreach effort has been very beneficial for all concerned.

The membership of AHFE has been steadily growing and we now have members in 15 States with the predominant representation in those States with large Hispanic populations. We have concentrated our efforts in the Washington, DC, area and have attempted to represent the interests of Hispanics before the heads of Government agencies and departments. The testimony we are presenting today is but one more effort to reach the movers and shakers of Government.

We are joined in our efforts to present the plight of the Hispanic Federal employee by our colleagues from National IMAGE, Inc., the Mexican American Legal Defense and Education Fund [MALDEF] and the League of United Latin American Citizens [LULAC]. Together we form the core groups who have been pushing for fair representation and the chance to take our rightful place in the Federal hierarchy. You will also hear from the many dedicated civil servants who serve as Hispanic Employment Program managers and who work on the front lines promoting the

causes of recruitment and advancement of Hispancs in Government.

Today's hearing on employment of Hispanics in the Federal Government couldn't be more timely. We believe we are at a crossroads for Hispanic representation in the Federal workforce. One path of the crossroad leads to a further erosion of employment opportunities for Hispanics in their government, while the other path leads to a fair, proportionate representation envisioned by the laws of this land.

It is with a great degree of sadness and disappointment that we report to you today that the employment rights of the fastest growing minority group in our country are callously being violated. The government's own figures bear this out.

You all received the FEORP report, which was started as a result of Section 310 of Public Law 95–454, the Civil Service Reform Act of 1978. The law codified as section 7201 of title V of the United States Code requires, "to the maximum extent practicable, that each Executive agency conduct a continuing program for the recruitment of members of minorities for positions in the agency, that the Office of Personnel Management conduct a continuing program of assistance to agencies in carrying out programs and evaluation and oversight."

For Hispanics, the Government's Affirmative Employment Program has been an abysmal failure. In fact, we are losing ground. We can say this because the Hispanic population of the United States has been growing at a phenomenal rate. According to the 1987 FEORP report, Hispanics in the civilian labor force mirror this growth, but no comparable increases have occurred in the Federal workforce.

In 1986 Hispanics were 7.7 percent of the civilian labor force; in 1987 they were 8 percent. However, in both of these years the Federal Hispanic labor force remained at 5.1 percent. Today there are over 3,740,000 Hispanics in the civilian labor force. According to 1987 FEORP statistics, there are 99,588 Hispanics who are federally employed. If the national civilian statistic of 8 percent should be a guide, there should be 156,217 Hispanics employed by the Federal Government. This is a shortfall of 56,629 Hispanics.

Madam Chair, we have to ask the questions: Have the Executive agencies been living up to the letter of the law when Hispanics are underrepresented by nearly 57,000 in the Federal workforce? Does a shortfall of 57,000 jobs represent equal opportunity and proportional representation? Can we say to the Hispanic community that the Federal Government is making efforts to reach out to them and allow them to be a part of the governmental structure?

Madam Chair, I don't see how we can say yes to any of the foregoing questions. All other racial and sexual groups in the Federal workforce exceed their counterparts in the civilian labor force except for one. Unfortunately, all male and female Hispanics share this deplorable distinction with another repressed group: white females. White females, according to the 1987 FEORP report, are underrepresented by 7.4 percent, or by a staggering 144,500 Federal jobs.

One would think, by reading the Ninth Annual Report to the Congress on the Implementation of the Federal Equal Opportunity

Recruitment Program that the increases in employment for all reported categories means the program is a whopping success. What the report fails to say is what is being done to assure reduction of the underrepresentation of Hispanics in the Federal workforce. If the Hispanic population is growing and our Federal percentages remain static, then we are rapidly losing ground.

This situation is also critical for the population that the Association of Hispanic Federal Executives represents, the middle and senior level managers of the Federal Government. The AHFE's membership consists of Hispanics at the GS/GM-13 level and above, and members of the Senior Executive Service.

The table in my prepared statement is a comparison of actual Federal labor force statistics versus the civilian labor force representative figures. Hispanic men in the civilian labor force are 4.9 percent, while Hispanic women are 3.1 percent.

For midlevel managers we find an underrepresentation among Hispanic men and women of 7,520 Federal positions. This is a substantial shortfall which is denying Hispanics both economic and participative opportunities.

The Senior Executive Service, SES, is the ultimate measure of success for the career Civil Service employee. These jobs are prized because they help shape the character and direction of the government. AHFE also prizes its members in the SES because they stand out as role models for our community. Our members know and understand the effects of discrimination. We believe they are especially sensitive to the needs of all minorities and women as we all struggle to share in the American dream.

For these reasons we are especially concerned that our representation in the Senior Executive Service is neither fair nor fully representational. In the U.S. Office of Personnel Management's March 31, 1988, Executive Personnel Report, they indicated that out of a total of 7,076 SES positions, Hispanics occupied 70 of those positions, 1 percent of the SES population. There should be 566 Hispanics in the SES to compare with the 8 percent of Hispanics in the civilian labor force.

This is a glaring shortfall and one which concerns us greatly. Even if we had the 5.1 percent level of Hispanic representation in the Federal workforce, it would mean that there would be 361 Hispanic SES members today.

This is a pathetic record of accomplishment on the part of our Federal agencies and on the central management agencies such as OPM and EEOC, which are supposed to monitor these activities. At this same time last year, there were 66 Hispanics in the SES. With this rate of growth, we will reach parity in the year 2081, after 93 years of excruciating progress.

Members of the subcommittee, we are not prepared to wait 93 years. As George Allen, former Redskins football coach, once said, "The future is now." That is what we want, too.

The Federal Government's recruiting and hiring programs are intended to result in a qualified workforce that is representative of all segments of the American public. However, in recent years, these programs have been redirected to focus on areas that are preferred by the current administration. These redirected programs

have had a deleterious effect on the status of Hispanic employment in the Federal Government.

The U.S. Equal Employment Opportunity Commission [EEOC], responsible for enforcing Federal affirmative action programs under the 1978 Executive Reorganization Plan No. 1, recently issued a directive to all Federal agencies establishing affirmative employment planning guidelines for the next five years. The Management Directive (MD–714) calls for agencies to focus their affirmative employment efforts on moving minorities and women into higher level positions in government. As Clarence Thomas, Chairman of the EEOC, stated, "* * * previous directives have been successful in increasing the overall participation of women and minorities in the Federal Government. The next logical step is to direct the emphasis on upward movement into higher level positions."

To underline this shift in affirmative employment policy, EEOC has done away with mandatory requirements that agencies establish hiring goals and timetables to address areas of underpresentation. Instead, agencies have the option of establishing hiring goals and timetables at their discretion.

On its face EEOC's affirmative employment directive is logical and fair, intended to benefit all groups. However, it flies in the face of current Federal employment statistics which show that Hispanics are the only minority group still underrepresented in the Federal workforce.

Statistics show that Hispanics make up 5.1 percent of the Federal workforce, while they represent 8 percent of the civilian labor force. In actual employment numbers this means Hispanics are currently underrepresented by 56,629 jobs. If all other factors remained constant, that is, population growth, civilian labor force, size of the Federal workforce, et cetera—at their current annual rate of hiring, Hispanics would reach parity with their numbers in the civilian labor force by the year 2002.

In fact, according to the Bureau of Labor statistics study titled: Labor Projections: 1986 to 2000 (9/87), Hispanics are the fastest growing segment of the U.S. civilian labor force whose numbers are expected to increase by 74 percent between the years 1986 and 2000. By the year 2000 Hispanics will represent 10.2 percent of the civilian labor force.

Thus, the Federal Government's affirmative employment policies do not address the systematic underrepresentation of Hispanics in the Federal workforce. To the contrary, EEOC's affirmative employment policies are actually working to keep Hispanics from reaching parity in the Federal workforce. This subcommittee should direct EEOC to reinstate mandatory goals and timetables in its Federal affirmative employment policies for those agencies where underrepresentation exists.

No one should ever look a gift horse in the mouth, as they say, so we are pleased that EEOC is pushing for advancement of women and minorities into higher level positions. At the same time the EEOC is the enforcement agency of the Federal Government for assuring compliance with the requirements of Federal law in Civil Rights and Affirmative Employment matters. If they will not take a hard stand, who will? If, as an arm of the executive branch of

government, they will enforce the letter and spirit of the law we must look to you and the Congress for support and protection.

We are at a crossroad and it is time for action. We don't need any platitudes, more studies, more reports. We would like to see some action. We believe this subcommittee could certainly be useful in this area.

In conclusion, we feel that 18 years after the establishment of programs to advance the employment of Hispanics and women, and 10 years after the Civil Service Reform Act at the beginning of FEORP, Hispanics are still being overlooked in the Federal Government when compared to the available civilian labor force.

Hispanic employment in the general schedule occupations is close to 57,000 jobs. In the middle level, the management positions, the people that hire and make decisions that implement the policies of the government, GS–13 through –15, we are lagging by nearly 7,500 jobs. In the SES, where people shape the direction of the Federal Government's policies, we are 88 percent below what it should be today. Central management agencies, OPM and EEOC, we believe have swept the problem of Hispanic underrepresentation under the rug.

While the annual FEORP report, reports increases in minorities, by using the classic "spin control", they avoid telling you the bad news. We have found it in the data and I am sure you have also.

If it is the intent of Congress that the Federal Government workforce should mirror the diversity of people in the United States, we feel that is lagging. We ask that the subcommittee hold EEOC and OPM responsible for failure to meet the requirements of the law. We believe the EEOC should not have been allowed to abandon the use of goals and timetables, the only mechanism which would provide the means to correct underrepresentation for Hispanic employment.

Finally, if it is necessary, we believe Congress should exercise its considerable power through the appropriation process to require the executive branch to comply with the spirit and letter of the law which Congress mandated so long ago.

Madam Chairwoman, thank you, and Mr. Garcia, for holding these hearings and providing us the opportunity to voice our concerns on this most important matter in a public forum.

Thank you very much.

Mrs. SCHROEDER. Thank you very much, Mr. Ramirez. We appreciate your excellent research.

[The chart furnished by Mr. Ramirez follows:]

GS/GM–13 THROUGH 15 COMPARISON FEDERAL VERSUS CIVILIAN WORK FORCE STATISTICS

| Grade | Federal total | Actual Federal percent | | Projected percent | | Difference |
|---|---|---|---|---|---|---|
| Men: | | | | | | |
| GS–13 | 104,853 | (1.3) | 1,363 | (4.9) | 5,137 | 3,774 |
| GS–14 | 57,275 | (1.6) | 916 | (4.9) | 2,806 | 1,890 |
| GS–15 | 27,904 | (1.4) | 391 | (4.9) | 1,367 | 966 |
| Hispanic men's underrepresentation total | | | | | | 6,640 |
| Women: | | | | | | |
| GS–13 | 20,864 | (0.4) | 83 | (3.1) | 647 | 564 |

GS/GM–13 THROUGH 15 COMPARISON FEDERAL VERSUS CIVILIAN WORK FORCE STATISTICS—
Continued

| Grade | Federal total | Actual Federal percent | | Projected percent | | Difference |
|---|---|---|---|---|---|---|
| GS–14 | 7,878 | (0.2) | 16 | (3.1) | 244 | 228 |
| GS–15 | 3,037 | (0.2) | 6 | (3.1) | 94 | 88 |
| Hispanic women's underrepresentation total | | | | | | 880 |

Mrs. SCHROEDER. Mr. Baca.

**STATEMENT OF BALTAZAR BACA, GENERAL COUNSEL, NATIONAL IMAGE, INC., AND ALSO REPRESENTING THE HISPANIC NATIONAL BAR ASSOCIATION**

Mr. BACA. It is neat to be bilingual and I think that is the tremendous asset the Hispanic Americans contribute.

At this point, Congressman Garcia, I am representing National Image, Inc.

I want to thank this committee for the opportunity to speak in behalf of over 10,000 Hispanic professionals within the public and private sector in the United States.

National Imagine was founded in 1972. It is divided into 10 regions and has representatives in 40 States, the District of Columbia and Puerto Rico. With the Image programs, we have training and educational programs in both the private and public sectors.

We have a project called Project Cambio that we are very proud of, for Hispanic women pursuing career changes or reentry into the workforce. We are proud of Project Aviso for job placement and networking.

Mr. GARCIA. Will you tell us what Aviso and Cambio mean? I think for the sake of the committee—we know, but the committee should.

Mr. BACA. Cambio means simply "change" and Aviso is "to ask." I think they are appropriate words used for the change in women's roles as either their reentry in the workforce or seeking new careers.

Also, as far as Aviso is concerned, the job placement or asking for jobs and networking, another Hispanic term that enriches our Americans, I think.

The other thing we are very concerned of in National Image, and it is very important to us, is the growing emphasis on the Hispanic youth dropout rate in this country. This committee can have an impact.

National Image has not received any FEORP funds through the Garcia Amendment. We know the budgets were cut and there was some reference to the effect that there possibly had been some monies given. We have no knowledge of that and we want to make that clear for the record.

Image leadership and indeed the Image organization is very concerned about the present and the future of the country as far as the Hispanic workforce. It has been stated by my colleagues earlier, today underrepresentation in the workforce is approximately 56,000 or 57,000. In the Federal Government, 27 agencies have less

than 1 percent Hispanic representation in a civilian labor force that is 8 percent.

Madam Chairwoman, Congressman Garcia, and the American public, this is not acceptable, not only for this generation but for future generations. Tomorrow the workforce of Hispanics with a 50 percent dropout rate will make the youth of today—make it much more difficult for them to get jobs in the future, not only within the Federal Government, but throughout our workforce. This is a loss of one of the nation's greatest resources. Half of our youth are dropping out.

While this subcommittee cannot solve all those problems, I would like to address them to the extent that they can.

In terms of the educational crisis: the workforce of tomorrow, as I have stated, are the graduates of today. Since fewer and fewer Hispanic youths are being trained, our parity will become more difficult.

We are not at parity today. We are the only group not at parity today. We need the help of the Women's Caucus, the Black Caucus. We need the help of a lot of people to make sure that we reach parity as far as the Federal workforce is concerned.

There is no excuse for that lag. I think it is especially important in the Department of Education. That department employs 2.9 percent Hispanics in their workforce, very, very few in the executive workforce. I think that number needs to be increased in terms of increasing the sensitivity of how to address the youth dropout rate. That would be one constructive solution in terms of this committee holding hearings and asking the Department of Education why their employment workforce is so low in relation to Hispanics.

Madam Chairwoman, you know, we can send a man to the moon and bring him back safely. There is no excuse for underrepresentation of Hispanics in the Federal workforce. We have the resources, we know what to do, we have the intricacies of doing that.

I understand the frustration Madam Chairwoman and Congressman Garcia must feel when the EEOC spokesman or OPM responsible people can come up here and point fingers in opposite direction as to programs, FEORP, HEP (Hispanic Employment Programs), and one is not working this way and the other is not working the other way.

The facts are that there is underrepresentation. We know that. Bottom line, we know that. It is very clear. I think that a lot of the loops and a lot of the points that are being made, as far as EEOC and OPM are concerned, need to be looked at in relation to the Hispanic Employment Program.

It was instituted in 1970. It used to be called the Sixteen-Point Program. From 1970 to the present time, that program has been bounced around. It has been in EEOC, OPM, as it is bouncing around and being changed in terms of acronyms and in terms of staffing and reducing in grades. When that is being bounced around, the bottom line is that Hispanics have been underrepresented in the workforce.

I am not blaming the Hispanic Employment Program managers. Indeed, I am blaming the agencies' heads to a large degree, and I am blaming it in terms of playing hide-and-go-seek with one par-

ticular program. That is not acceptable. That is one problem I think that needs to be brought out and addressed.

Presently Hispanics are underrepresented in the federal workforce, but think of this—this was pointed out earlier—if the average salary of a Federal employee is $20,000 per year for about 56,000 people, that is over $1 billion annually. General living conditions in health, education and general welfare would improve substantially if indeed Hispanics were employed at a larger rate. I suspect that their dropout rate might also decrease.

OPM and all other federal agencies must increase recruitment of Hispanics. That will be gone into by several other people.

As noted earlier by my colleagues, Equal Employment Opportunity must not abandon the goals and timetables of Hispanics. The co-op programs must be reinstituted and be strengthened.

This committee, along with National Image and other Hispanic organizations, must work in a partnership with all the Executive agencies to form a strong triangle of coordination and cooperation to increase Hispanic employment in the Federal Government, not only for this generation, but for future generations.

That is the summary of the testimony for National Image, Madam Chairwoman and Congressman Garcia. If there is no objection, I will go into the testimony from the Hispanic National Bar Association. While there is not a conflict in what I am saying, there is different emphasis on different syllables as far as what I will point out on behalf of the Hispanic National Bar Association.

Mrs. SCHROEDER. We would be delighted to have that.

Mr. BACA. Madam Chairwoman, in my role as Washington counsel now, I am changing hats and putting on my national hat for the Hispanic National Bar Association. I have been asked to testify by the Hispanic National Bar Association officers and our national president, Michael Martinez.

The Hispanic National Bar Association is a large organization that represents Mexican-American, Puerto Rican-American and Cuban-American attorneys in this country. There are approximately 15,000 Hispanic lawyers in this country out of 533,000 lawyers overall.

For the record—and, Congressman Garcia, you should be particularly interested in this—in preparing my research for this testimony I found out that the Puerto Rican attorneys in Puerto Rico are not counted as Hispanic attorneys from the Department of Justice calculations of the number of Hispanic attorneys in this country. We find that unacceptable and we urge your good offices to be aware of it, and we will pursue it, too.

At the Department of Justice as of May 1987, there is not one—there is not one Hispanic attorney that is employed in the Senior Executive Service, out of a total of 278 positions. There are only 129 total Hispanic attorneys out of 6,228 employed at the Department of Justice as of May of 1987.

The Department of Justice has one of the best, if not the best, employment history in employing Hispanic attorneys in the Federal Government. This is the good agency. While some efforts have been made between the Department of Justice and the Hispanic National Bar Association to recruit, efforts are still not at an acceptable level. As a Hispanic National Bar Association representa-

tive I have met with senior department officials, and announcements of jobs at the Department are starting to be advertised in a timely manner in the Hispanic National Bar Association newsletter, but much needs to be done.

For example, recently a senior executive service position was filled for the employment section of the Civil Rights Division internally by a white male. There was no job announcement. This has an impact on us.

For example, in the last 25 years in the Civil Rights Division in the employment section, there has been only one class action brought on behalf of Hispanics, as far as employment is concerned, by the Department of Justice. That is unacceptable.

The Hispanic National Bar Association also has become aware that a senior staff attorney has made recommendations and referrals of at least four Hispanic attorneys for job vacancies within the Department. None of the Hispanic attorney referrals have even been interviewed. This type of nonaction has prompted two class action federal lawsuits, EEO lawsuits, against the Drug Enforcement Agency and the Federal Bureau of Investigation. Surely this is not the approach that should be set by the Federal Government's top law enforcement department.

As has been seen by the recent cases involving EEO and Affirmative Action, and the positions taken by the Department of Justice officials—and we know what the Department of Justice officials' positions were—the Supreme Court has affirmed and reaffirmed Affirmative Action. Affirmative Action needs to be enforced within the Federal agencies, not just the Department of Justice.

Let me suggest this. It is not crazy because it has already been confirmed by the Supreme Court in *Fullove* v. *Klutznik,* they have a 10 percent set-aside for minorities in terms of contracts. It has been affirmed by the Supreme Court.

What is to say that we should not in the Federal Government for each individual agency set a specific goal of 10 percent within the Federal Government to be reached within, say, 1992, of Hispanic employees? I do not think that that is unreasonable. The courts do not think that that is unreasonable. The courts have spoken to this point as recently as January of this year in *Local 28* v. *Equal Employment Opportunity Commission,* where they have stated that the workforce is large enough to absorb a 10-percent set-aside. Surely the Federal Government is large enough to absorb a 10 percent set-aside in terms of Hispanic employment.

It is in that vein that the Hispanic National Bar Association asks this committee to hold hearings, calling the Departments of Agriculture, Commerce, Transportation, Education, the Interior, the Justice Department, Office of Personnel Management, Merit System Protection Board and the Equal Employment Opportunity Commission, to state their positions, their actions and future efforts in the hiring of Hispanics to reach the 10 percent goal, for a very specific goal that can be directed by the Federal Government and can be encouraged by this committee and indeed by Congress itself.

Surely that is a more constructive approach than engaging in years of civil litigation—although as frustration grows among the Hispanic population, litigation is likely to increase.

As the Federal Government agencies have entered into voluntary Affirmative Action plans, with detailed plans as to the goals and timetable a la *Weber* v. *Kaiser,* and *Local 28* v. *Equal Opportunity,* the case I mentioned earlier, millions of dollars could be spent on remedies. EEOC Commissioner Gallegos, who is present here today as a two-term appointee by Reagan and has stated that it is quite obvious that the representation of Hispanics in the federal workforce has proceeded at a snail's pace and Hispanic representation has hardly increased in the almost 25 years since the antidiscrimination laws have been on the books.

Because the Hispanic population is the fastest growing in the United States, there is a crisis. The crisis is that one-half of Hispanic youth drop out of our school systems, and that will not be solved by just this committee or people testifying today, but this committee can be a part of the solution, or its silence can be part of the problem.

On behalf of the Hispanic National Bar Association, I pray that you call hearings and hold the federal agencies' leadership accountable. We don't need to get only the Hispanic managers into the hearings; we need to hold them accountable based on their own plans for Affirmative Action for Hispanics.

Please hold hearings to make these very serious efforts that parity in the federal workforce is given to the Hispanics. As was pointed out in the testimony for National Image, Hispanics are underrepresented in the Federal Government by at least 56,000 jobs, and at $20,000 per job that is a $1 billion drain that could help the Hispanic community help itself and help the entire United States, and not only the entire United States for this generation, but for generations to come.

Thank you very much, Madam Chairwoman and Congressman Garcia.

Mrs. SCHROEDER. Thank you very much. We really appreciate your additions to this very dismal picture.

[The statement of Mr. Baca follows:]

STATEMENT OF BALTAZAR BACA, GENERAL COUNSEL, MATIONAL IMAGE, INC.

Good Morning Madame Chair and distinguished members of this sub-committee on Post Office & Civil Service.

My name is Baltazar Baca, the General Counsel for National Image, Inc. National Image appreciates your invitation to present this testimony before you on what we consider to be the deplorable state of Hispanic representation in the federal workforce. Your reputation has always been one of fairness and concern for the federal workforce. We commend you for your leadership and understanding by holding these hearings.

I appear before you today on behalf of National Image, Inc., a non-profit tax-exempt organization as defined by IRS Code 501 (c) (3). It was founded in 1972 to address the concerns of Hispanic Americans in the Federal Government and employment in the private sector. The purpose of National Image, Inc. is to advocate for a increase in employment opportunities, and education, and Civil Rights for all Hispanic Americans.

Image is governed by the National Executive Board whose chief executive officer, the National President, carries out all decisions for ten (10) Regional Directors, Image has chapters in more than 100 cities in 40 states, the District of Columbia and Puerto Rico. National Iamge, reaches more than ten thousand (10,000) Hispanic professionals.

Our programs and activities include:

1. Professional training in all aspects of equal employment opportunity, human resources management, affirmative action implementation, career planning and development and workforce effectiveness. Training is designed to meet the needs of business, industries, government and organizations.

2. Educating professionals and the public through analyzing issues of interest to the Hispanic community: Alert System makes analysis available to the general public, state and local governments, businesses, and communities.

3. Annual National Convention for members and non-members...include panel discussions and seminars. Exhibits feature the latest in products and services.

4. Jobs and Job Placement: Aviso is and applicant/employer network which assist individuals seeking employment and employers seeking applicants for positions in their organizations.

5. Scholarships...Project Cambio is for Hispanic women pursuing a career change, or women re-entering the workforce.

6. Training and GED certification programs for high school dropouts.

7. Focusing on the Educational Drop-out crisis of Hispanic youth

National Image, Inc. is extremely concerned about the role Hispanics will play in the changing economic and educational environment that will occur between now and twelve (12) short years away, the year 2000. Hispanics are 1) subject to an educational system that accepts a 50% dropout rate for Hispanics and the lost of a rich and irreplaceable intellectual resource; 2) under represented in the Federal Civilian Workforce; and 3) the recipients of federal agency policies and programs which at times inadvertently erect barriers to Hispanic educational and employment opportunity and progress.

In the time allowed to National Image, to make this presentation I will cover each of the three (3) topics that I have mentioned with appropriate recommendation. National Image, Inc. looks towards a working partnership with your committee and other appropriate committees of Congress in assuring that Hispanics are full participants in events affecting our country and its place in the world.

The recent workforce 2000 study, by the Hudson Institute gave us all a look into in the year 2000. The study alerted America to a changing economic environment with new demands and requirements for its citizens.

The study discribed 12 years away an America less into manufactories and more into service industries. The future work environment will require increased literacy and computer skills by those entering the job market. The jobs of the future will be for those who acquire the skills needed. Those who do not have the skills will "fall by the wayside". In addition, 85% of the new entrants into the job market will be minorities and women.

Today Hispanic students have a drop-out rate that varies from 30% to 70%, with an average of 50% drop-outs. These young men and women will be without skills and unable to compete in the future high-tech work environment. Hispanics may end up as the under class of the future if corrective actions are not taken now.

The implications of the educational crisis impacting on Hispanics is clear. There will be fewer and fewer qualified Hispanics to recruit for jobs. Therefore, the goal for Hispanics in the federal sector will never come about.

Today Hispanics are the only EEO group that is under represented in the federal work force. Why are Hispanics after 16 years of the Federal Hispanic Employment Program, still under represented?

National Image, Inc. believe what is needed to turn around the educational crisis offecting on Hispanics is a clear National Educational Policy that targets, resources and attention on the tragedy of young Hispanic men and women dropping-out of school. It is a lost to them and to the Nation. It is a resource wasted and discarded.

When America was faced with the Sputnik challenge, it marshalled its material and intellectual resources and reached the moon. We can do the same today if we have the will. Help us to keep our young people in school so that their lives maybe enriched, and America strengthened and made competitive in the world.

## THE HISPANIC EMPLOYMENT PROGRAM

Briefly, the history of the Hispanic Employment Program is as follows:

President Nixon announced the Sixteen - Point Program on November 5, 1980. In this announcement, he committed the Federal Government to undertake sixteen (16) initiatives to improve the employment of Hispanics by the Federal Government. He gave the U.S. Office of Personnel Management (then called the Civil Service Commission) responsibility for developing and implementing the program. From 1970 until 1972, the Sixteen - Point Program was mostly a paper program. It was not until 1972, when the Civil Service Commission issued a Federal Personnel Manual Bulletin (713-27), providing guidance on evaluation for the Federal Government's equal employment opportunity program, that the Sixteen - Point Program was acknowledged. That Bulletin provided directions for implementation of the Sixteen - Point Program; however, it was not until January 23, 1973, that the Civil Service Commission issued FPM Letter 713-18, "Implementing the Spanish-Speaking Program," which formally changed the name of the program and provided substantive guidance on its implementation.

The name change from Sixteen-Point Program to Spanish-Speaking Program although implied in FPM Letter 713-18, did not officially occur until April 5, 1974 when the Civil Service commission issued its FPM Letter 713-23. In this assurance, the Civil Service Commission noted

that little progress had been made and stressed the need for the appointment of full time or part time Coordinators and asked that more interns be given to the selection and training of Coordinators.

In July 31, 1974, the Civil Service Commission published its: "Spanish Speaking Program - A Guidebook of Coordinators" which provided agencies guidance on program implementation.

In February 28, 1978, the Civil Service Commission issued its FPM Letter 713-41, giving a new title to the program: Hispanic Employment Program.

In 1978, under Reorganization Number One (1), the responsibility for oversight and implementation of the Federal EEO program was transferred from the Office of Personnel Management (formally U.S. Civil Service Commission) to the U.S. Equal Employment Opportunity Commission. As part of the process, issuance regulating EEO under the Federal Personnel Manual System were adopted by the Equal Employment Opportunity Commission (EEOC) or were revoked. FPM Letters 713-18, 713-23 and 713-41, regarding the Hispanic Employment Program, were retained and continue in effect under U.S. Office of Personnel Management.

In a 1981 reorganization, the U.S. Office of Personnel Management abolished the positions of Regional Hispanic Employment Program Managers. In 1982, the position of Director of the Office of Hispanic

Employment Program was downgraded to that of Division Chief and the divisions budgetary and personnel functions were centralized under the Office of Affirmative Employment Programs. The Office of Affirmative Employment was an umbrella organization for the Hispanic Employment Program, the Federal Women Program, the Veteran's Employment Program and the Selective Placement (Handicapped) Programs.

In February 1983, the Division of Hispanic Employment Program was abolished and it's staff was placed in a central pool. The incumbent Chief was offered, and accepted, the position of Special Assistant for the Hispanic Office of Affirmative Employment Programs was abolished. In its place, the Office of Recruiting and Special Personnel Programs was created, with three divisions: the Recruiting and In take Programs Division, with a staff of 14; the Veterans Selective Placement Division, with a staff of six; and the Women and Minority Program Division, with a staff of six. The position of Special Assistant for Hispanic Programs, without staff, was also created.



As of June 1988, the Federal Hispanic Employment Program was located in the Office of Affirmative, Recruiting and Employment Programs, Office of Personnel Management (OPM).

The Office of Personnel Management(OPM), Hispanic Employment Program (HEP) formulates policies and provides guidance to agencies.

After 18 years of the Hispanic Employment Program (HEP). We ask "What is the status of Hispanics in the Federal Civilian Workforce".

In 1986 Hispanics were 7.7% of civilian labor force; in 1987, they were 8%. However, in both of these years the federal Civilian workforce remained at 5.1%, using the 8% National CLF. As the bench mark there should be approximately 156,000 Hispanics in the FCW. At present Hispanics are under represented in the FCW by approximately 56,000 positions. If we take an average salary of 20,000 annually for the approximate 56,000 Hispanics not in the FCW, the Hispanic Community is being deprived of over <u>One Billion dollars annually</u> in lost wages. Can you imagine the contribution those resources could make to improving the education, health, housing, training, and general living condition of Hispanics in our country, it boggles the mind.

We know what the problem is, its obvious to any one who will take the time to review the available data.

National Image, Inc. strongly believes that external recruitment of Hispanics must continue. We urge that the Equal Employment Opportunity Commission to policies & programs and implements, that hold agencies accountable for their efforts on behalf of Hispanics. In addition, we also encourage the Office of Personnel Management to expand its recruitment program to target in on Hispanic recruitment and that directs hiring authorities be made increasingly available to agencies, so they can achieve their Affirmative Employment goals on Hispanic hiring.

## CONCLUSIONS AND RECOMMENDATION

We know that Hispanics are under represented in the Federal Civilian Workforce (FCW) by approximately 57,000 position; that very few Hispanics are in the Senior Executive Service, and that mid and senior GS/GM levels have a shortfall of approximately 800 positions. The cost of lost jobs to the Hispanic Community is over one billion dollars ($1,000,000,000) annually.

We are concerned with the EEOCs' intent to abandon timetables and goals, Hispanics.

We are concerned with the lack of educational policies and will to deal with the tragic educational crisis affecting Hispanic Americans.

National Image, Inc. is not in the business of fixing blame for the situations facing Hispanics. We are interested in the bottom line.

Where do we go from here? How do we solve the problem?

National Image, Inc. seeks a partnership with those equally concerned with the problem. We look forward to working with the Office of Personnel Management (OPM), (which incidentally is working closely with National Image, Inc. on the recruiting issue); the Equal Employment Opportunity Commission (EEOC); and the appropriate committees of the Congress in partnership.

## RECOMMENDATION *I.*

Every American has a right to a first class education. The strength and the credibility of the Nation is dependent on its citizens being fully prepared for the high-tech, highly competitive future. Hispanic Americans with a 50% drop-out, and decreasing College & University attendence rate "Are going to be left at the train station when the train pulls out". Hispanics will lack the skills to effectively compete for jobs either in the private of public sector. That situation cannot be allowed to happen.

Accordingly, National Image, Inc. respectfully recommend to the Chair of the Sub-committee on Civil Service of the Post Office & Civil Service Committee that serious a consideration to be given to establishing a National Education Policy targeted on Hispanics, with particular emphasis on 1) The Hispanic student drop-out crisis; 2) English instruction for new Hispanic citizens; and 3) Science & technology.

National Image, Inc. is ready to work with your committee to explore the development of the recommended policy.

## RECOMMENDATION II.

The Hispanic population growth in this country has been phenomenal. Today Hispanics are 8% of the Civilian Labor Force (CLF) and 5.1% of the Federal Civilian Workforce (FCW). Hispanics are under represented

in the FCW by approximately 56,000 position. In the coming years the gap between what is, and what should be, will continue to widen more dramatically, particularly in light that by the year 2000 Hispanics will be 10% of the Civilian Labor Force (CLF). Such a condition is not tolerable. It works against the best interest of the country.

Accordingly, National Image, Inc. respectfully recommends to the Chair of the Sub-committee on Civil Service of the Post Office & Civil Service Committee that serious consideration be given to the establishment of a "Blue Ribbon" Committee made of outstanding Hispanic representatives from academio, government elected individuals, and the private sector to study the problem in depth.
The Blue Ribbon Committee would be changed with developing recommendations for legislative action to correct the unrepresentation



RECOMMENDATION III.

Suggest that the Sub-Committee on Civil Service of the Post Office Civil Service Committee exert its considerable influence in persuading the U.S. EEOC to re-establish the submission of annual accomplishment reports, of the Federal Equal Opportunity Recruitment Program (FEORP) by agencies covered by the program. Agencies should provide information on their recruitment methods: i.e., Cooperative Education Program; schedule B. appointing authority; 30% disabled; Veterans Rehabilitation Act (VRA); Presidential Management Interns; and bilingual/bicultural certification, in implementing the FEORP. Finally, that this information be included in the annual report to congress by the Office of Personnel Management Report to Congress.

## RECOMMENDATION IV

Suggest that the Sub-Committee on Civil Service of the Post Office Civil Service Committee exert its considerable influence in persuading the U.S. Equal Employment Opportunity Commission (EEOC) to re-instate the requirement that federal agencies must:

1) Require goals and timetables for each Equal Employment Opportunity Group in each occupational series or employment category where under representation is found.

2) If the EEOC does not re-instate the requirement in item (1), National Image, Inc. suggests that the sub-committee consider legislation that would codify the requirements intended by law.

Madame Chair, we wish to thank you and the members of the Sub-Committee for holding these hearings and providing us the opportunity to voice our concerns in this most public of forums.

Thank you very much.

Mrs. SCHROEDER. Mr. Moreno, we welcome you.

## STATEMENT OF MARIO MORENO, ASSOCIATE COUNSEL, MEXICAN-AMERICAN LEGAL DEFENSE FUND

Mr. MORENO. I come here wearing a single hat. I take my hat off to my colleague, who did a very fine job.

I am associate counsel with the Mexican-American Legal Defense and Education Fund, MALDEF, with national headquarters in Los Angeles and regional offices in San Francisco, San Antonio, Chicago and Washington, DC.

We appreciate the opportunity to present testimony today regarding the continuing underrepresentation of Hispanics in the workforce of the Federal Government.

Over the course of its 20-year history, MALDEF has worked to end the continuing exclusion of Hispanics from equal employment opportunities in the Federal Government. As entities carrying out the policies of the elected representatives of the American people, Federal agencies can and should employ a workforce that is also representative of the American people.

Sometimes our efforts have required us to turn to the Federal courts for assistance in eliminating discriminatory practices by Federal agencies. Together with other civil rights groups, MALDEF successfully challenged the use of the PACE examination as a device used by Federal agencies to screen out Hispanic and other minority applicants. In *Luevano* v. *Campbell* and in *Yarbrough* v. *EEOC and Civil Service Commission,* MALDEF successfully challenged an examination used to employ secretaries and stenographers which adversely impacted Hispanic and other minority applicants. Despite these efforts, Hispanics continue to be underrepresented in Federal employment.

In addition to these litigation efforts, MALDEF has also sought to encourage voluntary efforts by the Federal Government to remedy the discriminatory practices of many agencies.

In 1981 MALDEF filed, on behalf of 11 other Hispanic organizations, a petition before President Reagan requesting an investigation into the underrepresentation of Hispanics in Federal agencies. There has been little change in the findings set out in the petition:

While Hispanics comprised 4.8 percent of the national workforce in 1980, their numbers approximate that level in only one of the 12 departments studies, the Department of Justice. In all others the percentage of Hispanic employees hovered around 2 percent.

Hispanics employed by the Federal Government are less likely than Hispanics in the private sector to hold higher level positions. Nationally 2.3 percent of all Hispanic workers hold professional and technical jobs, yet Hispanics participate in the high GS and executive-level Federal positions at a comparable rate only in the Department of Housing and Urban Development.

Hispanic women suffer even greater discrimination than do Hispanics as a group, accounting for only 1.1 percent of the Federal workforce, with a vast majority concentrated at GS–8 and below.

Hispanics have been disproportionately excluded from upward mobility programs.

The Federal Government has erected arbitrary and discriminatory barriers, such as noncompetitive reassignments, which prevent Hispanics from obtaining promotions to the higher GS levels.

Hispanic communities have been deprived of needed services and revenue as a result of the Federal Government's failure to hire Hispanics at parity with the civilian labor force.

Unhappily, President Reagan has never responded to the 1981 petition. This unresponsiveness is affirmed by the continuing underrepresentation of Hispanics in the Federal workforce today.

EEOC Chairman Clarence Thomas, testifying before another congressional committee, recently affirmed that, "Minorities and women are employed in the Federal Government above the fiscal 1980 civilian labor force rate except white females and Hispanic men and women. Of the four Federal agencies presented by Chairman Thomas as examples of the Federal Government's improved record in hiring minorities, two employed fewer Hispanics in 1986 than they did in 1982.

This lack of progress is particularly shocking in view of the fact that growth in Hispanic participation in the national workforce can continue to be anticipated in the future. A study commissioned by the Department of Labor has estimated that by the year 2000, more than 10 percent of the U.S. labor force will be Hispanic; 22 percent of the entrants to the U.S. labor market in that year will be Hispanic.

There are no instant solutions to this recurring problem. Hispanic underrepresentation in the Federal workforce will be ameliorated only through a commitment to undertake concrete steps such as those proposed in the 1981 petition. These include the following steps.

An intensive recruitment effort by all Federal agencies must be implemented immediately. The recruitment effort should include, but should not be limited to, the following areas of concern.

An interagency recruitment effort must be adequately funded. Such an interagency recruitment effort for Hispanics should not replace the individual agencies' responsibility to recruit, but would help coordinate each individual agency's recruitment efforts. Special recruitment teams should be created to increase the agencies' understanding and awareness of Hispanics. Furthermore, an interagency training facility should be established in a Hispanic community of the Southwest. This facility would be utilized to help train and recruit Hispanic applicants to all Federal Civil Service positions.

An individual agency and interagency recruitment drive must be initiated at targeted colleges and universities where Hispanics are enrolled. This recruitment program should include both vocational and professional colleges. Emphasis should be placed upon locating and hiring Hispanics who could fill field positions which either directly or indirectly provide governmental services to individual Hispanics or Hispanic organizations. Similar emphasis must be placed upon locating and hiring Hispanics for professional and managerial positions.

Agencies must hire Hispanic students during their college school years and begin to train them for professional and top-level policy-making positions. High school students must also be hired for

summer positions and encouraged to continue their training both outside and within the agency.

Job fairs must be held in Hispanic communities, especially those recruiting for blue-collar positions. At such fairs, information concerning employment opportunities and training opportunities must be made available in both English and Spanish through bilingual personnel.

The initiation of a new intensive drive to locate and identify potential Hispanic appointees—this list of potential appointees should be referred to the Office of the President and all federal agencies for appointees of the next available positions. Such appointments should include both national and regional positions as well as international offices.

A program specifically aimed at the needs of Hispanic women must be initiated. This program should be adequately funded and staffed by Hispanic women at its policymaking level. The purpose of the program would be to recruit Hispanic women and to identify the problems of Hispanic women employees. It shall have the power to make recommendations to the various agency heads.

Full-time employees should be hired and provided with supportive services within both the Office of Personnel Management and EEOC to assure the implementation of 5 CFR, Part 720, at the national and regional levels. The responsibility of such persons would be to monitor the activities of all Federal agencies with regard to Hispanic hiring. A yearly report could be issued commending those offices with increased hiring and targeting those who have failed to do so for increased public scrutiny.

The Hispanic Employment Program must be retained and encouraged to coordinate and participate in the implementation of the various remedies and activities contained in this petition.

Existing Affirmative Action Plans must be reviewed and revised if they fail to address the needs of Hispanics or if they fail to set separate Hispanic applicant flow, recruitment and hiring goals to ensure equitable representation in the Federal work force. There should be no aggregation of minorities in EEO data; rather, Hispanics should be viewed as a separate ethnic group within Federal Affirmative Action Plans. Further, affirmative plans should set regional goals based on the Hispanic workforce in the particular jurisdiction.

Upward mobility programs must be directed to include Hispanics at a rate equal to the population parity. Each regional office, as well as the national headquarters, must establish a regional and national executive department training program with rotational assignments of 1 or 2 years in order to train future Hispanic managers. Upward mobility programs and executive training programs must make an even greater effort to include Hispanic women within their respective programs.

Hispanics must be targeted for increased participation in the various nonminority special emphasis programs for veterans, handicapped and women. The evaluation of these programs' performance must also be linked to their ability to include Hispanics at parity with the Hispanic population.

National guidelines which take into consideration factors other than seniority in the laying off of federal employees must be estab-

lished. Currently agency management has complete authority to determine specific agency needs. These needs must include Affirmative Action goals. The guidelines must keep Affirmative Action goals, both regional and national, intact and must provide for an appropriate review procedure. Policymakers in the several agencies must report to the Equal Employment Opportunity Commission with regard to laid-off persons.

A system for recalling minorities in times of RIFs must be established. Existing RIFs are inadequate to ensure the continued and improved utilization of minorities and must therefore be restructured to incorporation Affirmative Action considerations. Goals for each minority group and for women must be established along the same lines as the regular Affirmative Action programs established by the agencies. Each agency must designate a person within the agency to be responsible for monitoring the recall of employees to ensure that minorities and women are being recalled in numbers sufficient to ensure, at a minimum, their proportional representation prior to the RIF.

All existing Affirmative Action plans must be revised to represent current population labor force figures based on the most current data available.

In addition, the subcommittee should endorse efforts such as Congressman Martinez' bill, H.R. 3330, which require federal agencies to prepare and implement Affirmative Action plans. The last 7 years have witnessed a diversion of the commitment which the Federal Government has historically made to ensuring equal employment opportunity in its own workforce. The Supreme Court has now affirmed the propriety of Affirmative Action plans. It is now appropriate to implement such plans in all Federal agencies.

Finally, it is impossible to discuss Hispanic employment in the Federal workforce without mentioning the nationwide class action brought by Hispanic agents against the FBI. The fact that two-thirds of Hispanic FBI agents have joined in this lawsuit should indicate the depth of the problems of discrimination which Hispanics at the FBI have faced.

Hispanic Federal employees should not have to go to Federal court in order to enjoy the basic rights of every American citizen. Like all Americans, Hispanics have a right to expect equal treatment from their Government. That day is not yet here. We urge this subcommittee to hasten the arrival of that day by considering the proposals we have presented.

Mrs. SCHROEDER. We certainly want to thank all three of you.

Since you heard the prior testimony—Congressman Garcia and I had such hopes for the Garcia amendment and what would happen—and we listened to the enforcement agencies tell us how great it is but no one is pleased with the results.

Congressman Garcia, do you have any questions?

Mr. GARCIA. In conclusion, Madam Chairwoman, I would like to also thank you very much for holding these hearings.

I would like to ask the panel, you heard Mr. Smith, who was from OPM, and he spoke of the efforts being made by OPM.

I would like, with your permission, to get a very short response from each of you as to what you thought of him, and ask if he has been in touch with any of you.

Mr. MORENO. He has not been in touch with me personally. Our project director in MALDEF is Mr. Juarez in Los Angeles. I don't know if he has been in contact with Beto, as well.

I want to say, with regard to the problem, the most recent experience has been with the FBI. When William Sessions came on as Director of the FBI, we had an opportunity to meet with him because that is one of the Federal agencies that has problems with not only recruitment, but also promotion within the structure. We discussed our concerns. We got a commitment from him in terms of his concern for the problem and willingness to correct.

This points out an important factor. Unless you have that support from the highest level in the department, you are not going to get anything done. You can work with the lower echelon personnel people all you want, but unless you have the director or the Secretary of the agency committed to undertaking a comprehensive recruitment program—and I cannot overemphasize that; recruitment is where the problem is.

Unless you have that pool of qualified Hispanics out there, the number of Hispanics within the agency is not going to increase because that is where the selection is made, from that pool.

So OPM is, of course, one of the important resources here that we can use in terms of increasing the representation of Hispanics, but it also takes the director of the particular departments or the Secretaries from the departments to issue directives within those agencies to get the ball rolling.

Mr. BACA. Congressman Garcia, it has been brought to my attention that Mr. Smith has been in touch with the National Image leadership to the extent of his involvement and recruitment. I don't know the details.

As far as the Hispanic National Bar Association is concerned, I am almost positive he has not been in touch with any of the Bar Association leadership, because I am in pretty close touch with them.

I am just concerned in terms of the bureaucracy and, having been a civil servant and been very proud of the fact that I was a civil servant a few years ago, I know and I suspect the Chair and you understand—even, I suspect, in greater detail than I—the bureaucratic games that can be played in terms of whose responsibility lies where in relation to EEOC and OPM in this particular case.

I just urge you to look at results as opposed to just the process. After 18 years of processing, that has not worked as far as Hispanic Americans in this country. We know that. That is the bottom line.

I urge you to look at the results as opposed to the process along those lines.

Thank you.

Mr. RAMIREZ. Congressman, I felt like you caught me with my clothes off. I was employed in the OPM for 9 years before my retirement last year. I worked for Mr. Smith indirectly. I did have contact with him obviously. I occupied the position of director of the Hispanic Employment Program Office for those 9 years.

I believe that the lead with respect to employment of Hispanics or any minority comes from the White House. We did not receive that lead. I believe you had contact with the former Director of

OPM, Dr. Devine. You probably have had contact with Mrs. Horner. My impression—and I agree with my colleagues, yes, it is necessary to get the word from the top.

However, we have examples like the Department of Transportation, where you had a Secretary, a woman, and the increase of the hiring of women and the promotion of women was phenomenal, it was fantastic.

So, yes, it does emanate from the top. But the individual offices, the shakers and the movers, the SES people can do a lot. I think they are the ones we could point fingers at because they are the ones that interview, hire, decide and not decide who is qualified. You could put pressure on them.

But I think that the responsibility is there and I don't think anyone from OPM—I don't recall anyone feeling responsible, with the exception of some isolated cases of individuals who are sensitive and aware of the problems and went that extra step to have a diversity on the workforce.

Mr. GARCIA. I thank you.

I guess the time is getting close to the end. But before we close, I would like to say to the Chairperson of this committee and to you members here that in 1978 when the Post Office and Civil Service Committee passed the Civil Service Reform Act here and the Senate passed their version of the Civil Service Reform Act, we then went to conference.

At that time Senator Ribicoff of Connecticut was chairing that conference. This first FEORP Program was close to being eliminated and the chairperson of this committee made it very clear to the conferees that I wanted a chance to explain my amendment and what it was all about. They were ready to close the door and not permit it. I guess ten years later it is not too late to thank her for getting that FEORP Program, or Garcia amendment, as it has been called, and now with the new administration be very positive about where we are going and actively try to recruit qualified Hispanics, blacks, women, to come into this Federal Government and put new life and energy into it so we reflect all of America, as I said before, not just some of America.

I thank my colleague.

Mrs. SCHROEDER. I thank you very much for your kind words and all your help.

I thank everybody. We will end on a note which shows we can pass laws until we are purple, but if we don't have people who are committed to them, there are always people who find out how to ignore the rules. Enforcement becomes very critical.

If they had come to the Hispanic population or women or anybody and said, look, we don't really want to employ you equally or see that you get equal rights, but we will give you a cut in taxes, we will only charge Hispanics half as much in taxes, well, we might negotiate, but nobody comes and says that. They collect taxes from everybody and try to act like you are a special interest if you are asking for equal participation. The real question is: How do we get equal on the other side?

Taxation without representation was why this country was started, and it was the greatest history of our forefathers and mothers.

I thank you for being here and for your hard work.

With that, we will adjourn the subcommittee.
[Whereupon, at 12:15 p.m. the subcommittee was adjourned.]
[The following statements were received for the record.]

Testimony of

Representative Edward R. Roybal

Sixteen years after the creation of the Federal Hispanic Employment Program Hispanics are still grossly under represented in the federal work force. In 1987 Hispanics were the only minority group whose representation in the federal work force (5%) lagged behind that in the civilian labor force (8%). This enormous discrepancy between what is and what should be represents a total of 56,629 jobs which are denied Hispanics. If we take an average salary of $20,000 for these denied jobs, the Hispanic community is being deprived of over $1 billion annually in lost wages. Can you imagine the great contributions this enormous amount of capital could make to improving the education, health, housing, training, and general living conditions of Hispanics in this country? It is almost unfathomable. Such optimistic speculations are academic, however, because the government has arbitrarily erected barriers to prevent Hispanics from moving into, and advancing within, the federal work force. This glaring injustice makes a mockery of the government's pretensions that progress has been made in the area of Hispanic employment. In the name of fair play and the integrity of our democracy concrete measures must soon be taken to rectify this blatant and ever-increasing discrimination.

This is not to imply that nothing has been done to increase the employment of Hispanics. Recruitment efforts by the Office of Personnel Management (OPM) have contributed to modest gains in the numbers of federally employed Hispanics. However, the preponderance of these positions are concentrated in the Drug Enforcement Agency at the Department of Justice or in the EEOC offices which serve large Hispanic communities. Many other federal departments, most notably the Departments of Education and Commerce, maintain extremely low percentages of Hispanics in their labor pool. Those Hispanics that do manage to secure federal positions usually find themselves in the lowest paying jobs, and are disproportionately excluded from upward mobility programs. Clearly more needs to be done to increase Hispanic employment and promotion throughout the

Federal government.

The statistics speak for themselves. Of the 104,800 federal employees at the GS-13 level, only 1.3% of them are Hispanic. At GS-14, only 1.6% of the 52,275 employees at that level are Hispanic, while at GS-15 Hispanics comprise a mere 1.4% of the 27,900 managers. In the Senior Executive Service (SES), the zenith of achievement for the career civil service employee, Hispanics occupy 70 (or 1%) of the 7076 positions held today. To put these numbers in perspective, based on the 8% level of Hispanic employment in the civilian labor force, Hispanics are lagging by nearly 7,500 jobs in the critical middle levels of GS/GM 13-15, and by nearly 500 jobs in the SES. These numbers clearly indicate that Hispanics face severe obstacles in their efforts to advance in the federal work force, and raise serious questions as to whether the hiring and promotion policies of the government are discriminatory.

These discriminatory effects are real and are particularly worrisome because Hispanics are the fastest growing minority group in the country. It is estimated that by the year 2000 Hispanics will represent 10% of the nation's civilian work force and that 85% of the new entrants into the labor market will be minorities and women. Thus as time passes the problem of Hispanic under representation in the Federal work force will only worsen unless measures are immediately taken to remedy the inequitable hiring practices of the government.

The Office of Personnel Management itself has admitted that the current recruiting methods aimed at the Hispanic community are ineffective. Changes are absolutely necessary to enhance the ability of the federal sector to identify and hire qualified minorities in the future. Last year the Labor Department issued a report entitled Workforce 2000 that described the labor market in which the nation's employers will have to compete in another decade. Jobs will require greater and greater skills as enhanced technology displaces lower-skilled jobs. This process will occur just as the growth in the workforce is

slowing and as the majority of new entrants to the workforce come from the groups which this society has failed to adequately prepare for the demands of highly technical professions. This problem will be particularly acute among Hispanics, who suffer an illiteracy rate of 11% among adults and 25% among youths, and experience a high school drop out rate of 50-80% in large cities.

This potentially disastrous situation calls for a strong impetus for change from the Federal Government. But in the last seven years the Reagan Administration has declined to assume leadership in this area and, in fact, has formulated policies at loggerheads with efforts to increase Hispanic representation in the federal work force.

An example of this trend is Management Directive 714. Recently produced by the United States Equal Employment Opportunity Commission (EEOC), which is responsible for enforcing federal affirmative action programs under the 1978 Executive Reorganization Plan Number One, this directive requires federal agencies to channel their affirmative employment efforts away from recruitment and toward the promotion of minorities and women already employed by the federal government. Touted as "the next logical step" by EEOC chairman Clarence Thomas, this new directive eliminates the requirement that agencies establish hiring goals and timetables where under representation exists, and ignores the unequivocal need to bring more Hispanics into the federal work force. Furthermore, it underscores the hopelessness felt by Hispanics as they plead their case, for if the federal agency created to assure compliance with the requirements of Federal Law in civil rights and affirmative employment matters declines to take a firm stand on their behalf, whom else can they turn to?

The EEOC acknowledges there has been a failure to significantly increase Hispanic representation in the federal labor force, but deflects criticism from itself. The EEOC concedes that the appearance of Hispanic gains in many federal agencies is cosmetic, merely the product of attrition rather than the sign of

an influx of Hispanics into government positions. Efforts to recruit and hire more Hispanics have been hindered by the current Administration's policies and by budgetary concerns that have generally frozen the number of positions in the federal civilian work force. Furthermore, the ability of the EEOC to effect great change in the employment practices of federal agencies is constrained by its very nature and function. The EEOC can monitor and audit agencies, but once it pinpoints problems it lacks the power to demand compliance with the law. In short, the EEOC's role is limited to serving in an informative capacity, but it lacks the authority to take concrete action against delinquent federal agencies.

The Office of Personnel Management, which assists Executive agencies in the recruitment of minorities, has recently instituted many new recruiting techniques. For example, OPM has improved its recruiting materials for the use of Federal agencies when they visit college campuses, and is currently developing an automated recruiting information system. This data base will include a listing of colleges and universities with high Hispanic enrollments, and of community contacts such as Spanish language radio and television stations and Hispanic community organizations. Moreover, OPM sponsors job fairs targeted at shortage occupations and under represented groups, and has recently devised a new hiring system which utilizes an Individual Achievement Record Test. This test seeks to measure the entire range of personality traits which might affect an individual's job performance. By focusing on experience and work values like drive, persistence, problem-solving ability, and leadership, this test is much fairer to minorities than past examinations which have focused only on ability and knowledge about the task. Though these efforts hold out hope for an increase in the number of Hispanics in the federal work force, it is universally agreed that it is too soon to tell how effective they are.

OPM blames the current crisis in Hispanic employment on the worrisome educational status of Hispanics, and its position is that the most effective way to increase this group's representation in the federal work force is to encourage Hispanic youths to remain in school. To that end, OPM encourages federal agencies to institute internships for minority students at the junior high school and college levels. These programs, however, are completely voluntary and the OPM does not actively promote them. Clearly the OPM should more vigorously motivate federal agencies to hire minority interns. These programs are an excellent method of introducing Hispanic youths to the inner workings of Washington and of showing them possible career options in the federal work force.

The search for solutions to the dilemma of Hispanic under representation in the federal work force is a difficult process that promises no easy answers. Clearly recruitment efforts need to be continued and even intensified, and the Executive branch must lead the efforts to eradicate discriminatory hiring practices within the Federal government. Also, Federal agencies should move away from the dictates of MD 714 and place more emphasis on goals and timetables in their hiring policies. Lastly, the EEOC should be given broader powers so it can effectively take action against federal agencies which fail to adequately recruit and hire Hispanics.

STATEMENT BY
E (Kika) de la Garza
Before the
Subcommittee on Civil Service
Committee on Post Office & Civil Service

14 June 1988

Madam Chairman

Your affording me this opportunity to testify today about Hispanic employment in the federal government is appreciated. I will try to be brief in my comments.

If you were to ask if I thought it true that Hispanics feel unequally represented in government I would say the answer is yes. I do not have in hand numbers or statistics to quote, but I think there is no question that Hispanic employment is disproportionate.

This is, in fact, something I spoke about on the House floor when I first came to Congress in 1965. I talked about how in the early years of this century there was a time when our people were looked down upon, in my estimation, for no other reason than ignorance.

Even though they suffered, I said, they did not march through the streets. They did not run rampant through the communities. They did not demonstrate or interfere with the freedom of others. What they did do was fulfill the basic responsibilities of local American citizens.

They went on quietly suffering the indignation of discrimination at many times, but always with the understanding in their hearts that it would be righted somehow, at some time, by those in the government. This in great part was successful due mainly, I would say, to educational incentives and long sought ways to improve intellectual development.

Some became lawyers. Some became doctors. Some became teachers. Some of us even came to Congress.

This was done without fanfare, without recognition by the press, without recognition by the government, without recognition by virtually anyone at all. I do not, however, want you Madam Chairman to mistake the yearnings of the Hispanic community because we know of responsibility and over the years we have discharged our responsibility.

When I testify today it is not seeking any special privileges, but rather asking only for equal opportunities. I am not saying, just as I did not twenty-three years ago, that everyone be made equal because that is not what America is all about. I am talking about equality under the law where every man who goes into a courtroom is equal regardless of what his name is or from where he came. I am talking about equality of justice where there is or should be no color. I am talking about equality of opportunity.

No one is saying hire me because I am a Spanish speaking man or woman and provide me with a job whether or not I am qualified. What I am saying is no one should be excluded from federal service because his name is Gonzalez or her name is Garcia. Where we qualify give us the opportunity.

If you need a lawyer, give us the opportunity. If a man is a lawyer and his name is Gonzalez do not push him off to the side. Give him an opportunity along with the rest, but do not put someone in a job just because his name is Gonzalez. That is not what the Hispanic community wants. It is not what I am speaking about today. What I am saying is that everyone should be treated equally and that discrimination of any type whether it be social, economic, racial or sexual must be opposed.

So I ask and implore that when we look at this situation we do so not with the mistaken idea that I or we are asking that because of our name should we be given the opportunity for employment, but rather that we should be dealt with like all Americans should -- afforded opportunities based on merit and qualifications.

In essence all people have to be judged on their abilities, skills and the expertise they can bring to a job as well as how capably they can perform it. Certainly since 1965 we have come a long way, but the Hispanic community remains to a large degree an untapped resource. Let me conclude by saying it is definitely one which our government would find well worth discovering.

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